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Title: **SBC Midwest and Communications Workers of America (CWA) District 4 (2004)**

K#: **5732**

Employer Name: **SBC Midwest - Ameritech Corporation, Illinois Bell Telephone Company, Indiana Bell Telephone Company, Incorporated (Ameritech Indiana), The Ohio Bell Telephone Company (Ameritech, Ohio), Wisconsin Bell, Inc. (Ameritech Wisconsin), Michigan Bell Telephone Company (Ameritech Michigan), Ameritech Advanced Data Services of Illinois, Inc., Ameritech Advanced Data Services of Indiana. Inc., Ameritech Advanced Data Services of Michigan. Inc., Ameritech Advanced Data Services of Ohio, Inc., Ameritech Advanced Data Services of Wisconsin, Inc., Ameritech Services, Inc.**

Location: **National**

Union: **Communications Workers of America (CWA)**

Locals: **District 4, 4034, 4319, 4107, 4340, 4250, 4603, 4900**

SIC: **4813**

NAICS: **517110**

Sector: **P**

Number of Workers: **27000**

Effective Date: **04/04/04**

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K #5732 27000 ees

AGREEMENT BETWEEN

SBC MIDWEST
AND

300 pp

COMMUNICATIONS WORKERS OF AMERICA

DISTRICT 4

11/22/04

Effective April 4, 2004 through April 4, 2009

YOUR BENEFITS

Ameritech Comprehensive Health Care Plan

Ameritech Dental Expense Plan

Ameritech Vision Care Plan

SBC Group Life Program

Ameritech Sickness and Accident Disability Plan and Anticipated Disability Program

Ameritech Pension Plan
(including Death Benefits)

SBC Savings and Security Plan

SBC Long Term Disability Plan

Benefit Telephone Numbers

SBC Connect
..... 1-877 \ 722-0020

SBC Pension Plan Service Center
..... 1-800 \ 557-3640

SBC Medical and Accommodation Resource Team
(SMAART)
..... 1-866 \ 276-2278

SBC Tuition Aid Office
..... 1-800 \ 220-4819

TABLE OF CONTENTS

TABLE OF CONTENTS

TABLE OF CONTENTS

TABLE OF CONTENTS

TABLE OF CONTENTS

INDEX

INDEX

INDEX

INDEX

INDEX

INDEX

INDEX

INDEX

INDEX

INDEX

INDEX

INDEX

INDEX

INDEX

AGREEMENT

This Agreement is entered into the 4th day of April, 2004, by and between AMERITECH CORPORATION, ILLINOIS BELL TELEPHONE COMPANY, INDIANA BELL TELEPHONE COMPANY, INCORPORATED ("Ameritech Indiana"), THE OHIO BELL TELEPHONE COMPANY ("Ameritech Ohio"), WISCONSIN BELL, INC. ("Ameritech Wisconsin"), MICHIGAN BELL TELEPHONE COMPANY ("Ameritech Michigan"). AMERITECH ADVANCED DATA SERVICES OF ILLINOIS, INC., AMERITECH ADVANCED DATA SERVICES OF INDIANA, INC., AMERITECH ADVANCED DATA SERVICES OF MICHIGAN, INC., AMERITECH ADVANCED DATA SERVICES OF OHIO, INC., AMERITECH ADVANCED DATA SERVICES OF WISCONSIN, INC., AMERITECH SERVICES, INC.,

which may be hereinafter referred to, separately and collectively, as the "Company", and the COMMUNICATIONS WORKERS OF AMERICA, affiliated with the American Federation of Labor, Congress of Industrial Organizations, which may be hereinafter referred to as the "Union." The Company and the Union will be referred to hereinafter as the "Parties."

This Agreement shall cover Union-represented Company employees who work in business units within the jurisdiction of the Union within the State of Indiana, Illinois, Michigan, Ohio and Wisconsin, including but not limited to:

NETWORK SERVICES
CONSUMER MARKETS
BUSINESS COMMUNICATION SERVICES
INDUSTRY MARKETS
PUBLIC COMMUNICATIONS
GLOBAL MARKETS

NOW THEREFORE, in consideration of the mutual promises herein contained, the Parties agree as follows:

ARTICLE 1

RECOGNITION

1.01 The Company recognizes the Union as the exclusive collective bargaining agent with respect to rates of pay, wages, hours of work and other conditions of employment for those employees of the Company currently represented by the Union and whose job titles and locations are included in Appendix B attached to and made a part of this Agreement. Such employees shall be included in a single bargaining unit.

ARTICLE 2

DEFINITIONS

Types Of Employees

EMPLOYEE: Any person designated as active on the payroll of the Company and covered by this Agreement as provided in Article 1 (Recognition). Each employee will be classified as either a regular, regular limited term, temporary or occasional employee as determined by the Company based on the employment period expectations at the time of hire or reclassification.

REGULAR EMPLOYEE: One whose employment is expected to be indefinite. A regular employee may be either full-time or part-time.

REGULAR LIMITED TERM EMPLOYEE: One hired for a specific project or a limited period with the definite understanding that their employment will terminate upon the completion of the project or at the end of the period, and whose employment is expected to continue for more than one (1) year but, unless mutually agreed to by the Company and the Union, not longer than twenty-four (24) months. Such period of time shall include any immediately preceding and continuous period of time, or any period of time not more than thirty (30) days prior, during which the employee was classified as a temporary or occasional employee. A regular limited term employee may be either full-time or part-time. A regular limited term employee shall be excluded from the provisions of Article 26 (Training and Employment Security) of this Agreement and all training and retraining benefits, Supplemental Income Protection Program, Pay Protection Plan, Relocation Plan, force adjustment procedures, recall and reemployment rights, Termination Payments and Extended Medical Coverage provided thereunder unless otherwise stated within Article 26.

TEMPORARY EMPLOYEE: One hired for a specific project or a limited period with the definite understanding that their employment will terminate upon completion of the project or at the end of the period, and whose employment is expected to continue for more than three (3) weeks but not more than one (1) year. Such period of time shall include any immediately preceding and continuous period of time, or any period of time not more than thirty (30) days prior, during which the employee was classified as an occasional employee. A temporary employee may be either full-time or part-time. A

temporary employee shall be excluded from the provisions of Article 26 (Training and Employment Security) of this Agreement and all training and retraining benefits, Supplemental Income Protection Program, Pay Protection Plan, Relocation Plan, force adjustment procedures, recall and reemployment rights, Termination Payments and Extended Medical Coverage provided thereunder unless otherwise stated within Article 26.

OCCASIONAL EMPLOYEE: One hired and who works for not more than sixty (60) work days in any calendar year, regardless of the length of the daily or weekly assignments. An occasional employee who actually works or is engaged to work in excess of sixty (60) work days in a calendar year shall be reclassified as a regular or temporary, full-time or part-time employee as appropriate. An occasional employee shall be excluded from the provisions of Article 26 (Training and Employment Security) of this Agreement and all training and retraining benefits, Supplemental Income Protection Program, Pay Protection Plan, Relocation Plan, force adjustment procedures, recall and reemployment rights, Termination Payments and Extended Medical Coverage provided thereunder unless otherwise stated within Article 26.

FULL-TIME EMPLOYEE: One regularly scheduled to work the number of days and hours comprising the normal tour.

PART-TIME EMPLOYEE: One normally scheduled to work less hours per average month than a comparable full-time employee in the same job title, classification and work group.

Scheduling & Wage Related

See Article 27 for tour, shift, session, split shift, type of shift and overtime provisions applicable to specified Operator Services job titles.

TOUR: Collectively, the shifts determined by the Company, to be worked in a calendar week. Normally, a tour consists of five (5) shifts totaling forty (40) hours.

SCHEDULED TOUR: Total shifts, Sunday through Saturday, determined by the Company.

SHIFT: Hours, normally eight (8), determined by the Company constituting a regular day's work. Necessary shifts may be scheduled over any twenty-four (24) hour period.

NON-SCHEDULED SHIFT: Any work assignment, outside of a scheduled shift, excepting overtime and call outs.

DAY SHIFT: A shift where all scheduled hours fall between 6:00 a.m. and 7:00 p.m.

NIGHT SHIFT: A shift where any of the scheduled hours fall after 7:00 p.m. and before 6:00 a.m.

SUNDAY SHIFT: A shift during which the majority of the hours fall on Sunday. In instances where the hours fall equally between two (2) days, the day on which the shift starts shall be considered the Sunday shift.

HOLIDAY SHIFT: A shift during which a majority of the hours fall on the observed holiday. In instances where the hours fall equally between two (2) days, the day on which the shift starts shall be considered the Holiday shift.

CALENDAR YEAR: A calendar year is the period beginning January 1 and ending December 31.

CALENDAR WEEK: A calendar week begins at 12:01 a.m. on Sunday and ends at midnight the following Saturday.

VACATION YEAR: The vacation year is the period beginning on December 31 and ending the following December 30.

VACATION WEEK: A period of seven (7) consecutive calendar days beginning on Sunday.

CALENDAR DAY: A twenty-four (24) hour period beginning at midnight.

DAY: Refers to a calendar day unless otherwise specified in the terms of this Agreement.

BASIC WEEKLY WAGE RATE: The wage rate authorized as compensation for a tour on a straight time basis, excluding differentials, overtime payments, premium payments and other extra payments.

BASIC HOURLY WAGE RATE: One fortieth (1/40) of the basic weekly wage rate.

OVERTIME:

(A) Hours worked in excess of eight (8) hours in a day excluding hours paid at the premium rate.

(B) Hours worked as non-scheduled Sunday shifts.

(C) Call outs, except for call outs on a Recognized Holiday.

(D) Hours worked in excess of forty (40) hours in a week excluding (A), (B) and (C) above.

PREMIUM RATE: The paid rate for all hours worked, other than overtime hours, which are required by this Agreement to be paid at a rate higher than the basic hourly wage rate including applicable differentials. Premium rate will never be paid for hours not actually worked. These premium hours, paid at the premium rate, shall never be used in the calculation of hours of overtime worked.

Other

REPORT LOCATION: That location where an employee normally begins and ends his or her shift.

DETAIL LOCATION: Any location at which the employee is directed to start and/or end their shift other than the employee's Report Location.

WORK GROUP: The smaller of either the employee's vacation schedule group or overtime group unless otherwise mutually agreed to locally.

ARTICLE 3

NON-DISCRIMINATION

3.01 Neither the Company nor the Union shall unlawfully discriminate against any employee because of such employee's race, color, religion, sex, age, sexual orientation, national origin, citizenship status or because the employee is an individual with a disability, a disabled veteran, a veteran of the Vietnam era, or other protected classifications recognized by federal or applicable local state law.

3.02 Use in this Agreement of the masculine or feminine gender, in titles or otherwise, shall be construed as including both male and female employees and not as specific sex designations.

3.03 There shall be no coercion, intimidation or discrimination practiced by the Company or the Union against any employee because of membership or non-membership in the Union or by the Company against any Union member or officer engaged in legitimate activities on behalf of the Union.

ARTICLE 4

RESPONSIBLE COMPANY-UNION RELATIONSHIP

4.01 The Company and the Union recognize that it is in the best interests of both Parties, the employees and the public that all dealings between them be, and continue to be, characterized by mutual responsibility and respect. To insure that this relationship continues and improves, the Company and the Union and their respective representatives at all levels shall apply the terms of this Agreement fairly, in accord with its intent and meaning and consistent with the Union's status as exclusive bargaining representative of all employees in the Unit. Each party shall bring to the attention of all employees in the Unit, including new hires, the commitment that they conduct themselves in a spirit of responsibility and respect the measures they have agreed upon to insure adherence to this purpose.

ARTICLE 5

NO STRIKE

5.01 It is understood between the Parties that the services to be performed by the employees covered by this Agreement are essential to the operation of the Company and to the health, safety, and welfare of the public, and the Union agrees that it will not authorize or promote any strike, slowdown, picketing or other interference with the normal operations of the business during the life of this Agreement. It is understood that the Union will not condone employee participation in a sympathy strike in conjunction with personnel outside of the Bargaining Unit. The Company agrees that it will not intentionally prevent the performance of its employees' services insofar as the services are required in the operation of the business.

5.02 Should any employee or employees engage in any of the above prohibited activities, without the authority and sanction of the Union, the Parties shall cooperate to enable the Company to carry on its operations without interruption or other injurious effect. It is also understood that the Union will cooperate with the Company in the establishment and enforcement of a lawful reserved or neutral entrance where Company employees are performing or directed to perform work at a picketed or struck location.

ARTICLE 6

AGENCY SHOP

6.01 Each employee, who is a member of the Union or who is obligated to tender to the Union amounts equal to periodic dues on the effective date of this Agreement, or who later becomes a member of the Union and all persons becoming employees on or after the effective date of this Agreement, shall, as a condition of employment, pay or tender to the Union amounts equal to the periodic dues applicable to members, for the period from such effective date or, in the case of persons becoming employees after the effective date of this Agreement, on or after the thirtieth (30th) day of employment, whichever of these dates is later, until the termination of this Agreement. For the purpose of this Article, "employee" shall mean any member of the bargaining unit.

6.02 Each employee who on the effective date of this Agreement was not required as a condition of employment to pay or tender to the Union amounts equal to the periodic dues applicable to members, shall, as a condition of employment, pay or tender to the Union amounts equal to the periodic dues applicable to members for the period beginning thirty (30) days after the effective date of this Agreement, until the termination of this Agreement.

6.03 The condition of employment specified above shall not apply during periods of formal separation from the bargaining unit of any such employee but shall reapply to such employee on the thirtieth (30th) day following their return to the bargaining unit.

The term "formal separation" as used above includes transfers out of the bargaining unit, removal from payroll of the Company and leaves of absence of more than one (1) month duration.

ARTICLE 7

UNION DEDUCTION FROM WAGES

Dues Deductions

7.01 The Company shall make collection of Union dues, agency fees and initiation fees through payroll deductions upon receipt of a properly executed authorization signed by the employee for whom the deductions are to be made, and shall pay over to the Union each month the total amount thus deducted from all employees. Authorization by employees for such deductions shall be in a form mutually acceptable to the Union and the Company.

7.02 The Secretary-Treasurer of the Union shall certify the amount of Union dues, agency fees and initiation fees to be deducted in each interval by the Company. Such certification shall be made to the Company on or before Friday, the eighth (8th) calendar day preceding the last day of the pay period for which the deduction is to be effective. The Company shall forward monthly such deductions to the Secretary-Treasurer of the Union. Mass changes of deduction amounts shall be submitted ninety (90) days or more prior to the month in which such changes are to occur. Deductions from employees paid biweekly shall be made in the first and second pay periods of each month. It is understood that the Company will not be liable except to deduct and forward such deductions to the Secretary-Treasurer of the Union. The Union assumes full responsibility for the disposition of the monies so deducted once they have been forwarded to the Union Secretary-Treasurer.

7.03 The Union agrees to indemnify and hold the Company harmless from all claims, damages, costs, fees or charges of any kind which may arise out of or result from the honoring by the Company of dues or fees deduction authorizations in accordance with the provisions of this Agreement and the transmitting of such deducted dues or fees to the Union.

7.04 Cancellation by an employee of such written authorization for payroll deduction shall be in writing and signed by the employee. The signed cancellation authorization should be provided to the Company's Payroll Department. Upon receipt thereof, the Company shall honor any such cancellations. A copy of such notice shall be sent to the Local Union. Any employee who cancels their payroll dues deduction authorization will still be obligated to tender amounts equal to periodic dues to the Union subject to Article 6 of this Collective Bargaining Agreement. An employee's authorization shall be deemed automatically cancelled if the employee leaves the employ of the Company, is transferred or is promoted out of the Bargaining Unit.

7.05 Payroll deduction of dues or fees will be handled as follows:

(A) Deduction of dues or fees shall be suspended during the period of an employee's leave of absence and automatically reinstated upon return.

(B) When an employee has insufficient pay to cover all authorized deductions, then deductions for dues or fees and deductions for allotments to the Savings and Security Plan for non-salaried employees shall have priority over all other authorized deductions except those deductions required by law and authorized deductions for insurance.

The Company will provide for the make-up of missed Union dues deductions for up to four (4) consecutive deduction weeks where failure to deduct is the result of insufficient pay for the reasons other than unauthorized absence. If Union dues are missed for five (5) or more consecutive weeks, there will be no make-up through payroll deduction of any of such missed deductions.

7.06 When an employee who has authorized the Company to deduct dues or fees is temporarily promoted or transferred to a non-bargained-for position for a period of one (1) full week or more, the dues or fees deduction authorization shall continue in effect until the temporary promotion or transfer exceeds four (4) full weeks. However, such deductions shall not exceed the amount deducted immediately prior to the temporary promotion or transfer. If such temporary promotion or transfer exceeds this four (4) week period, any authorization for the deduction of dues or fees shall be automatically suspended. Upon return to the Bargaining Unit, dues and fees will be automatically reinstated.

7.07 When an employee who has authorized the Company to deduct dues or fees is temporarily promoted to a higher classification within the Bargaining Unit and is shown on payroll records as being in the higher classification, dues or fees will be based on the higher rate of pay for as long as the employee remains in the higher classification.

Information Provided To The Union And From Union

7.08 The Union agrees to notify the Company of mass changes of deduction amounts ninety (90) days or more prior to the month in which such changes are to occur.

7.09 The Company shall furnish the Union a monthly statement including the following information for each employee having dues or fees deduction authorization on file:

(A) Amount of dues or fees deducted.

(B) Bargaining Unit employees for whom the Company has not made a dues or fees deduction and an appropriate explanation.

In addition, the statement will include a list of employees engaged by the Company who are assigned to Bargaining Unit job titles, such statement shall show the employee's Name, Title, NCS Date, Local Number, Rate of Pay, Employee Classification, Responsibility Code, Report Location, Social Security Number and Mailing Address.

7.10 The Union and the Company shall keep each other currently informed of their respective duly authorized representatives and promptly notify each other of any change of such representatives.

7.11 The information listed above will be taken from Company records and will be furnished on a timely basis; however, the Union recognizes that errors and delays may and will occur and, in using the information furnished, assumes all risks associated therewith.

Committee On Political Education (C.O.P.E.)

7.12 The Company and the Union shall provide for a program and procedure (subject to payroll system capability) whereby eligible employees of the Company may make voluntary contributions through payroll deduction to the Committee on Political Education ("COPE"), a separately segregated political action committee sponsored by the Union.

7.13 Eligibility to participate in contributions to COPE through the payroll deduction program is restricted to those employees of the Company who are certified by the Union as eligible to participate under the Federal Election Campaign Act of 1971 and any applicable state laws.

Participation by any such employees shall be on a voluntary basis and employees shall be so informed by the person soliciting their participation on behalf of the Union. The Union shall be responsible for notifying the Company promptly when any such employee is no longer eligible to participate.

7.14 Representatives of the Union may solicit participation of employees who are Union members on Company premises, but such solicitation shall not occur during working hours nor in work areas. Any such solicitation shall be limited to small groups of employees and of short duration so as not to disrupt the work place.

7.15 Employees wishing to participate must complete a payroll deduction authorization card available from a representative of the Union. The authorization card shall be in a form acceptable to the Company. When completed by the employee, the authorization card will be forwarded by the Union to the payroll office appropriate for that employee. The Union will be responsible for satisfying its own requirements for records retention.

7.16 Employee deductions shall be in the minimum amount of one dollar ($1.00), or fifty cent ($.50) increments thereof, per month. Deductions from employees' pay shall be made each pay period.

7.17 On a monthly basis, the Company shall remit to the Treasurer of COPE, the full amount of authorized deductions for the preceding month. In addition, the Company shall transmit to the Treasurer of COPE monthly a list of contributors through payroll deduction showing the contributor's name and amount contributed.

7.18 Any employee's payroll deduction shall cease upon the occurrence of any of the following:

(A) Termination of a participating employee's employment with the Company.

(B) Retirement of a participating employee.

(C) Transfer of a participating employee out of the bargaining unit.

(D) Receipt in the payroll office of written notice to cancel contributions to COPE signed by the employee.

(E) Receipt in the payroll office of written notice from the Union that an employee is no longer eligible to participate.

(F) Leave of absence (unpaid) of a participating employee.

7.19 Except as otherwise provided herein, deductions shall continue for employees while receiving disability benefits, or while temporarily promoted to management. No deductions will be made to employees receiving payments under the Supplemental Income Protection Plan (SIPP), or the Long-Term Disability (LTD) Plan.

7.20 Deductions shall not be made if the employee has insufficient earnings to contribute to COPE.

7.21 This Article is subject to applicable laws and regulations and shall not be placed in effect where prohibited by any such law or regulation.

7.22 The Parties agree that the Company assumes no responsibility other than the collection of contributions pursuant to employee authorization of payroll deductions and forwarding of such amounts collected to COPE. The Union agrees to indemnify the Company and hold it harmless from all claims, damages, costs and expenses of any kind which may arise in connection with the program covered.

7.23 As provided for in the regulations of the Federal Elections Commission, the costs for the administration of the payroll deduction system for COPE are the responsibility of the Union and will be handled as mutually agreed by the Company and the Union.

7.24 Any change in the aforementioned program shall be bargained for by both the Company and the Union.

ARTICLE 8

COLLECTIVE BARGAINING PROCEDURES

Collective Bargaining

8.01 All collective bargaining with respect to rates of pay, wages, commissions, hours of work and other terms and conditions of employment shall be conducted by duly authorized representatives of the Union and the Company respectively. Agreements reached as a result of bargaining shall become effective when executed by authorized representatives of the Parties except as otherwise provided therein.

8.02 Not less than ninety (90) days before commencement of formal collective bargaining, the Parties shall mutually agree to the terms of payment for time spent in collective bargaining by employees who are authorized Union representatives on the Union's bargaining team; the number of such representatives who shall be paid; and other matters related to collective bargaining not otherwise addressed in this Section.

8.03 The costs of joint Union-Company conference facilities utilized for collective bargaining shall be borne by the Company provided the Company selects the location and the site of such facilities. If by mutual agreement an off Company site is selected, the cost for such site shall be shared equally by the Company and the Union.

Contract Distribution

8.04 The Company agrees to have this Agreement printed by a union printer within a reasonable time frame and to distribute a copy to each employee covered by this Agreement. A reasonable number of additional copies of the Agreement will be provided to the Union upon request until the Company's initial supply of copies is exhausted.

ARTICLE 9

BULLETIN BOARDS

9.01 The Company agrees to provide and install bulletin boards for the exclusive use of the Union in mutually agreeable locations, at places where employees covered by this Agreement work or assemble, and subject to the provisions of paragraph 9.02 below. The Company will, at its discretion, replace worn bulletin boards.

9.02 The Union agrees to post notices about the following matters only: elections, meetings, reports, other official Union business and notices of Union social and recreational activities. The Union agrees not to permit the posting of material of a derogatory nature regarding the Company and its personnel.

9.03 The Union assumes responsibility for complete compliance with the spirit and intent of the provisions of this Article. If the Company believes that the posted materials are not in the spirit and intent of the provisions of this Article, such material shall be brought to the attention of the President of the Local Union. Material removed in accordance with the above stated provisions may be posted again only after a mutual agreement has been reached between President of the Local Union and the Executive Director - Labor Relations of the Company or a representative empowered by the Executive Director to act in their behalf in this matter.

ARTICLE 10

UNION OFFICERS AND REPRESENTATIVES

Promotions & Involuntary Transfers Of Union Representatives

10.01 When the Company desires either to promote to a management position or to involuntarily transfer an employee who is a duly certified President, Vice-President, Secretary, Treasurer, or Secretary-Treasurer of a Local of the Union, or Area Representative or equivalent and the proposed change would have an effect on the employee's status as an officer of the Local, the Company agrees to give the designated Representative of the Union written notice of such impending promotion or involuntary transfer at least fourteen (14) calendar days, if possible, in advance of the effective date of the change.

10.02 The Company will notify the Union, as soon as practicable, when any such employee is temporarily assigned outside the Bargaining Unit for one (1) week or longer.

Stewards & Orientation

10.03 Each newly hired employee and each employee new to the Bargaining Unit will be introduced by a Supervisor to the appropriate Union Steward and the Union Steward will have up to thirty (30) minutes to confer with the employee. Such shall occur within a reasonable time frame of the employee's hire or entry into the Bargaining Unit.

10.04 Each transferee will be introduced by their Supervisor to the appropriate Union Steward, however, no additional meeting time will be allowed. Such shall occur within a reasonable time frame of the employee's transfer into the work group.

Payment For Joint Meeting Time

10.05 For purposes of processing grievances, the Company agrees for authorized Union representatives to confer with representatives of the Company without loss of pay during such employee's regularly scheduled working hours. In addition, such employees shall suffer no loss in pay for time spent during such regularly scheduled working hours in traveling for grievance meetings. All time so paid will be at the basic hourly wage rate plus applicable differentials or premium rate, however, such will not be paid at an overtime rate.

10.06 When the Company meets with a Union representative(s) during such employee's regularly scheduled working hours for purposes other than the processing of grievances and further agrees to pay for the time involved, all time so paid will be at the basic hourly wage rate plus applicable differentials or premium rate, however, such will not be paid at an overtime rate.

10.07 Employees who are excused in accordance with the provisions of this Section and Article 8 (Collective Bargaining Procedures), shall give their immediate Supervisor reasonable advance notice of the intended absence and of the probable duration of the absence.

Absence For Union Business

10.08 The Company, insofar as work schedules permit, agrees to grant to any employee who is an Officer or properly designated representative of the Union reasonable time off of up to one thousand and eighty (1,080) hours during a calendar year, unless mutually agreed otherwise, without pay, to transact business of the Union, provided that the Company is given reasonable advance notice of such absence.

Cross Entity Representation

10.09 In situations where Union representatives from an Ameritech entity covered by this Collective Bargaining Agreement represent employees of another Ameritech entity with which the Union has a contractual relationship, the Union representatives may be on either Union Business (Unpaid) or Joint Meeting (Paid) time as is appropriate under the circumstances.

Leave Of Absence For Union Business

10.10 Subject to service requirements, an authorized Union representative who requires time off of more than one thousand and eighty (1,080) working hours during a calendar year for Union business, may be granted a leave of absence of not more than one (1) year upon request of the Union provided, however, that the maximum number of employees who may be granted a leave of absence shall not exceed forty (40) in a calendar year, unless otherwise mutually agreed to. Requests for a leave of absence for Union business shall be made as far in advance as possible. Such requests shall be submitted to the appropriate Executive Director - Labor Relations to arrange for approval and, such

requests shall be granted provided all eligibility requirements are met. At the request of the Union and following similar procedures, such a leave of absence may be renewed on an annual basis. The total combined period of all such leaves of absence will not exceed twenty-four (24) years.

10.11 A Union representative on leave of absence for Union Business shall continue to accrue net credited service for use in computing net credited service for all benefit purposes.

10.12 A Union representative on leave of absence for Union Business shall retain eligibility for the following benefits, as determined by their net credited service, to be paid for by the Company:

(A) Death Benefit - Coverage based on the current basic wage rate for the job title held.

(B) Basic Group Life Insurance - The premium for Basic Group Life Insurance coverage equivalent to one year's wages based on the current basic wage rate for the job title held.

(C) Telephone Concession Service - If provided to active employees covered by this Agreement and on the same terms and availability as provided to such active employees.

Such Union representative may also purchase at their own expense, the following benefits, as determined by their net credited service:

(D) Coverage under the Comprehensive Health Care Plan, Dental Expense Plan and Vision Care Plan or any available Company coverage options (like HMOs, etc.).

(E) Supplemental Group Life Insurance - Supplemental Group Life Insurance in appropriate multiples of annualized basic pay in accordance with the terms of plan enrollment.

(F) Dependent Group Life Insurance.

10.13 A Union representative upon return from an excused absence or leave of absence shall be reinstated to the same job title or a job title of equal pay to that in which the employee was engaged immediately preceding the absence subject to the provisions of this Agreement relating to layoffs. The employee shall be placed on the payroll at the rate then in effect for his or her assignment and for the period of service which was credited for wage purposes at the start of the leave of absence. No physical or other examination shall be required for reinstatement. However, the Company reserves the right to have such person examined to determine fitness for work or job placement if required by the law or if the Company would also subject any other employee returning from an excused absence or leave of absence to the same examination. The employee shall be eligible to sickness disability benefits beginning the eighth (8th) calendar day following the expiration of the leave of absence. The period of such leave of absence and the accrued net credit service will be counted in determining all other rights and benefits associated with net credited service, such as, but not limited to eligibility for vacations, excused work days, disability benefits, death benefits and pensions.

ARTICLE 11

INFORMATION – SHARING

11.01 The Union and the Company realize the need for joint discussion and cooperation to resolve issues related to changes in the business of the Company. The Parties agree that there should be early communication and information-sharing discussions regarding Market Business Unit or Network organization strategies and developments of mu-

tual interest as well as reviews and discussions about innovative approaches to enhance the competitiveness of the Company and to improve employment security.

11.02 As may be appropriate, either the Company or the Union may request that the Parties meet to share and discuss relevant information of mutual interest. Information-sharing meetings may be limited to issues relating to a particular Market Business Unit or to an operating division of the Network organization covered under this Agreement. Attendance at such meetings should be limited to Company and Union representatives who have specific involvement and interest in the subject matter under discussion.

11.03 Time spent by active employees in such information-sharing meetings shall be considered as joint meeting time under Article 10 (Union Officers and Representatives).

ARTICLE 12

PROBLEM RESOLUTION PROCEDURES

Union Representation & Notification

12.01 At any meeting between a representative of the Company and an employee in which discipline (including warnings which are to be recorded in the personnel file, suspension, demotion or discharge) is to be announced, a Union representative shall be present if the employee so requests. If a Union representative has been requested, the meeting shall not start until a Union representative arrives.

12.02 In the event the Company contemplates the demotion or dismissal for just cause of any employee with over six (6) months of seniority, the Company shall notify the Union President, or designated representative, and review the facts prior to the actual demotion or dismissal.

12.03 The Company agrees that it will act with just cause in taking any disciplinary action including dismissal, suspension or demotion of any employee.

12.04 At any investigatory interview between a representative of the Company and an employee, wherein the employee reasonably believes that the information obtained may be used as the basis for disciplinary action against the interviewed employee, a Union Representative must be present if requested.

Union - Management Review Board

12.05 After the Company gives notification of a contemplated dismissal for just cause pursuant to paragraph 12.02 (Union Representation & Notification) above, the Local Union may, within two (2) working days, request that a Union-Management Review Board be convened relative to the contemplated dismissal. Such a request by the Local Union must be made to the appropriate Labor Relations Executive Director or other designated Labor Relations representative. The Union may withdraw such request at any time prior to the Board meeting.

12.06 Within two (2) working days after the Local Union request is made, the Company shall notify the Local Union as to the names of the two (2) Company members of the Board, and the Local Union shall notify the Company as to the names of the two (2) Local Union Board members. Either party may have an additional Board member(s) if mutually agreed to.

12.07 The Board will meet within fourteen (14) days from the original notification of contemplated dismissal unless extended by mutual agreement. It is the Parties' intent that the

employee attend the Board meeting except in unusual circumstances and the Local Union shall advise the employee whose dismissal is contemplated of this intent. The purpose of the Board meeting will be to review the facts that are available concerning the contemplated dismissal and to permit the employee (or in his or her absence, the Local Union) to present any facts which the employee believes should be brought to the Company's attention when considering the matter and for the Parties to attempt to resolve the issue. Local Union Board members who are employees, will participate in the Board meeting without loss of pay during scheduled working hours.

12.08 The Parties agree to work together to provide reasonable security for the safety of Board participants when mutually agreed that a need for such security measures exist. In such case, the cost of security will be borne by the Company.

12.09 The Company shall advise the Local Union President of its decision within two (2) working days of the Board meeting.

12.10 If after the meeting of the Board the Company dismisses the employee, any grievance involving the dismissal shall be deemed withdrawn thirty (30) calendar days after the date of dismissal unless the Local Union elects:

(A) To advance the matter to impartial arbitration as provided in "Arbitration" following, if the employee was present at the Board meeting; or

(B) To advance the matter to Step 3 of the grievance procedure as provided in "Grievance Procedure" following, if the employee was not present at the Board meeting.

12.11 In the event that the Local Union notifies the Company that it is withdrawing its request to hold a Union-Management Review Board, the Local Union will be notified within ten (10) days from such notification, that either the employee is being dismissed, or that circumstances warrant further investigation. If the employee is so dismissed, the Local Union may appeal the dismissal under the grievance procedure provided in "Grievance Procedure" following.

Grievance Procedure

12.12 Should differences arise between the Company and the Union regarding the interpretation or application of any of the terms or provisions of this Agreement or should any other grievance or dispute appear, such matters shall be processed according to the grievance procedures set forth in this Section. The Company and the Union recognize and confirm that the grievance procedures set forth in this Section, and, where applicable, "Mediation", "Arbitration" and "Expedited Arbitration" set forth in the Sections following, provide for the mutually agreed upon forums for resolution and settlement of any disputes under the terms of this Agreement. It shall be the objective of both the Company and the Union to settle any grievance promptly and at the lowest step of the grievance procedure.

12.13 Any individual employee or group of employees shall have the right to present grievances to the Company and to have such grievances addressed, without the intervention of the Local Union, so long as the settlement is not inconsistent with the terms of this Agreement or any Local agreement and provided that the Local Union has been given an opportunity to be present at such settlement.

12.14 Discussion or Settlement of Grievance:

(A) When an employee has referred a grievance to the Local Union and the Local Union Representative has so informed the Company that the Local Union represents that employee, the Company shall not discuss or settle such grievance directly with said employee initiating the grievance.

(B) The grievance procedure shall consist of three steps:

Step 1 - A grievance shall be presented to the management representative to whom the aggrieved employee or affected employee group directly reports. All grievances shall be submitted in writing on a form mutually agreed upon by the Company and the Union.

Step 2 - Notice of a grievance appeal shall be made in writing to the next higher level management representative, or other designated representative if mutually agreed to, of the organization to which the aggrieved employee or affected employee group directly reports.

Step 3 - Notice of a further appeal shall be made in writing to the appropriate Labor Relations Executive Director or other designated Labor Relations Representative.

(C) Any resolution of a grievance at Step 1, 2 or 3 shall be final and binding for the particular grievance involved, however, a resolution at Step 1 shall not be used as a precedent by either Party.

12.15 Time and Method for Filing Grievances and Appeals:

(A) No grievance or appeal shall be heard by the Company unless the same has been timely and properly filed as follows:

(1) A grievance must be presented by the Local Union at Step 1 within forty-five (45) days of the action (or failure to act), or as may be mutually agreed, which is the subject of the grievance.

(2) In the event the grievance is not resolved at Step 1 and the Local Union wishes to further appeal, such appeal must be made by the Local Union in writing at Step 2 within thirty (30) days of the receipt of the Company's position at Step 1.

(3) In the event the grievance is not resolved at Step 2 and the Local Union wishes to further appeal, such appeal must be made by the Local Union in writing at Step 3 within thirty (30) days of the receipt of the Company's position at Step 2.

(4) In the event the Local Union fails to advise the Company of its decision to appeal within the thirty (30) day time limit described in A (1), A (2) or A (3) above, the Company's decision will stand and the grievance considered closed.

(5) Time limitations set forth in this Section may be extended upon mutual consent of both Parties.

(B) At each step of the grievance procedure, the Local Union Representative shall set forth in writing the identity of the aggrieved employee or group of employees involved, a statement of the act or occurrence complained of and the date thereof, the provision(s) of this Agreement alleged to have been violated, if any, and the remedy requested.

(C) At each step, grievances shall be either settled, recessed to a mutually agreed date or appealed to the next higher step. The position of the Company at Steps 1, 2 and 3 shall be given to the Union within fourteen (14) days of the close of the grievance meeting(s), or within a mutually agreed upon later date. Where no decision by the Company is received by the Local Union within the time period described herein, the grievance shall be considered denied by the Company and the Union may appeal to the next step.

(D) Upon mutual agreement of the Parties, any single grievance may initially be heard at the third step of the grievance procedure without having been heard at either Step 1 or 2, however, in no event shall Step 3 be omitted or bypassed.

12.16 Grievance Meetings:

(A) A meeting at any step of the grievance procedure shall be held promptly and not later than fourteen (14) days after presentation of the grievance or notice of appeal unless the Parties mutually agree to a later date. A meeting at any step of the grievance procedure may be recessed and reconvened at a later date if the Parties mutually agree.

(B) In the absence of agreement for such later or continued date, if such meeting is not held within fourteen (14) calendar days, the grievance shall be considered denied by the Company as of the fourteenth calendar day. The Local Union may then appeal the grievance to the next step of the grievance procedure.

12.17 Union Representation:

(A) The Union agrees to limit the number of Union Representatives and aggrieved employees conferring and negotiating employee grievances with Company Representatives, as provided in this Section, to those provided below, except that one (1) additional Union Representative may be present, when unusual circumstances warrant, and the Company Representatives at whose level the grievance is being heard agree in advance:

(1) Not more than three (3) Union Representatives if conferring with a Company Representative at Step 1, Step 2 and Step 3. At Step 3, at least one of the Union Representatives will be an authorized Representative of the International Union or their designated representative.

(2) The aggrieved employee or employees, as may be jointly agreed to by the Union and the Company Representatives at whose level the grievance is being heard.

(B) At all steps of the grievance process, the time, date and location of all meetings shall be mutually agreed upon. Such meetings shall be scheduled so that it may reasonably be expected that the Local Union Representatives would be able to attend the full meeting during their scheduled shift.

12.18 Cooperation and Notification:

(A) Each party recognizes the right of the other to investigate the circumstances surrounding any grievance or accident and agrees to cooperate with the other in such investigations.

(B) The Company and the Union shall keep each other informed regarding the personnel who are authorized to represent them in grievance and accident investigations.

(C) During grievance meetings, the Representatives of both Parties shall present any pertinent information which may have a bearing upon the issue involved.

(D) The Company commits that it will work with the Union in an attempt to resolve employee dismissal grievances/arbitrations within one (1) year from the effective date of the dismissal. However, failure to achieve a final resolution of a dismissal grievance/arbitration within one (1) year shall not be deemed as a violation of the Collective Bargaining Agreement.

Mediation

12.19 There may be, by mutual agreement, an intermediate step between the grievance procedure and arbitration. Such intermediate step is mediation. Mediation may be used in grievances which have been processed according to the provisions of "Grievance Procedure" in the Section above. Either party may request mediation within fifteen (15) days of the Company's response at the third (3rd) step of the grievance procedure.

12.20 The Parties will select mediators by striking from a panel provided through the Federal Mediation and Conciliation Service or by using another mutually agreed upon service or procedure. Upon agreement of the Parties, the mediation conference will be scheduled within fifteen (15) days of the Company's or Union's request for mediation. Such conference will be held on the earliest mutually available date offered by the chosen mediator. Should the availability of the mediator unnecessarily delay the processing of the grievance, in the opinion of either the Company or the Union, either party may request the mediation be terminated and the grievance be scheduled for arbitration.

12.21 Proceedings before the mediator shall be informal in nature. The presentation of evidence will be limited to that which has already been presented during the grievance procedure, and the issues mediated will be the same as were presented in the grievance procedure. Formal rules of evidence will not apply, the Parties will not be represented by attorneys and no official record of the mediation conference will be kept. The mediator shall propose a resolution to the dispute on the day of the close of the mediation conference.

12.22 Upon completion of the mediation conference, the Parties may accept the resolution proposed by the mediator. However, in no way may the decision reached as a result of mediation, be used as precedent in any other proceeding. If no settlement is agreed upon through mediation, the Union may invoke arbitration in accordance with the provisions of "Arbitration" in the Section following.

12.23 No person serving as a mediator between the Parties may serve as arbitrator for these grievances.

12.24 The compensation and expenses of the mediator and the general expenses of the mediation shall be shared equally by the Parties. Each Party shall bear the expense of its representatives and witnesses.

Arbitrable Topics

12.25 The right to invoke arbitration shall extend only to matters which involve:

(A) The interpretation or application of any of the terms or provisions of this Agreement, unless excluded by specific provisions of this Agreement.

(B) The discipline of an employee with twelve (12) or more months of net credited service.

Arbitration

12.26 An arbitrable matter shall be submitted to arbitration at the request of either Party, provided the Party seeking arbitration has notified the other Party, by letter, within thirty (30) calendar days of the date of the final decision rendered at Step 3 under the grievance procedure or following a Union - Management Review Board dismissal, of its desire for arbitration.

12.27 Within seven (7) working days of the Company's receipt of the Union's request for arbitration, the Parties will select an arbitrator by alternately striking names from a randomly assigned "panel" of arbitrators. The method for determining which Party will strike first shall be by flip of a coin. There will be ten (10) such "panels" each consisting of five (5) arbitrators who are members of the National Academy of Arbitrators and who have been selected to serve on a "panel". The panels will be created by both Company and Union each submitting 25 names. The Company and Union will make blind selections from the pool. The first five (5) names will comprise Panel 1, and so on for each subsequent panel until all 50 names are used. In the event an arbitrator is selected from each of ten (10) panels, the 50 names will be reordered in a random manner for the creation of ten (10) new panels. The selected arbitrator shall conduct an appropriate hearing concerning the grievance, and render a decision, thereby resolving the grievance. The number of panels provided for in this paragraph may be increased by mutual agreement.

12.28 Hearings shall commence as quickly as possible following the designation and availability of the arbitrator and shall be carried to conclusion without unnecessary delay. The Company and the Union shall attempt to agree upon and reduce such issue or issues to writing at or before the commencement of the hearings. The hearing and decision of the arbitrator shall be confined to the issue or issues presented in accordance with paragraph 12.25 of Section: Arbitrable Topics above.

12.29 The arbitrator shall render the decision in writing within thirty (30) calendar days following receipt of the Parties' briefs and the record in the case is closed. The award of the arbitrator shall be final and binding upon the Parties, subject to law, and the Company and the Union agree to abide by the decision of the arbitrator.

12.30 A grievance which the Union has elected to submit to arbitration under the provisions of this Section will be deemed to have been withdrawn if not submitted for final decision and processed within the time limitations prescribed in this Section. The time limitations set forth in this Section may be extended by mutual agreement.

12.31 The arbitrator shall have no authority to add to, subtract from, or change any of the terms of this Agreement.

12.32 The compensation and expenses of the arbitrator and the general expenses of the arbitration, such as transcripts, hearing rooms, etc., shall be shared equally by the Company and the Union. Each Party shall bear the expense of its representatives and witnesses.

Expedited Arbitration

12.33 Any grievance involving the suspension of an individual employee, except those which also involve an issue of arbitrability, contract interpretation, or work stoppage (strike) activity and those which are also the subject of an administrative charge or court action may be submitted to arbitration under this expedited arbitration procedure within fifteen (15) calendar days after the filing of a request for arbitration. In all other grievances involving disciplinary action which are specifically subject to arbitration, as specified in paragraph 12.25 Section: Arbitrable Topics above, both Parties may, within fifteen (15) calendar days after the filing of the request for arbitration, elect to use this expedited arbitration procedure. The election shall be in writing and, when signed by authorized representatives of the Parties, shall be irrevocable. If no such election is made within the foregoing time period, the full arbitration procedure specified in "Arbitration" above shall be followed.

12.34 As soon as possible after this Agreement becomes final and binding, a panel of seven (7) umpires shall be selected by the Parties. Each umpire shall serve until the termination of this Agreement unless his or her services are terminated earlier by written notice

from either Party to the other. The umpire shall be notified of such termination by a joint letter from the Parties. The umpire shall conclude his or her services by settling any grievance previously heard. A successor umpire shall be selected by the Parties. Umpires shall be assigned cases in rotating order designated by the Parties.

12.35 The procedure for expedited arbitration shall be as follows:

(A) *The Parties shall notify the umpire in writing of the submission within the time specified* in paragraph 12.33. The umpire shall notify the Parties in writing of the hearing date.

(B) Prior to the hearing, the Parties may submit to the umpire a written stipulation of all facts not in dispute.

(C) The hearing shall be informal without formal rules of evidence and without a transcript. However, the umpire shall be satisfied that the evidence submitted is of a type on which he or she can rely, that the hearing is in all respects a fair one, and that all facts that are reasonably obtainable and necessary to a fair decision are brought before the umpire.

(D) Within five (5) working days after the hearing, each Party may submit a brief written summary of the issues raised at the hearing and arguments supporting its position. The umpire shall give his or her decision within five (5) working days after receiving the briefs. The umpire shall provide the Parties a brief written statement of the reasons supporting the decision.

(E) The umpire's decision shall apply only to the instant grievance, which shall be settled thereby. The award of the umpire shall be final and binding upon the Parties, subject to law, and the Company and the Union agree to abide by the decision of the umpire. The decision shall not constitute a precedent for other cases or grievances and may not be cited or used as a precedent in other arbitration matters between the Parties unless the decision or a modification thereof is adopted by the written concurrence of the representatives of each Party at the third step of the grievance procedure.

(F) *In emergency situations only, the time limits in (A) and (D) above may be extended* by agreement of the Parties or at the umpire's request. Such extensions shall not circumvent the purpose of this procedure.

(G) In any grievance arbitrated under the provisions of this Section, the Company shall under no circumstances be liable for backpay for more than six (6) months (plus any time that the processing of the grievance or arbitration was delayed at the specific request of the Company) after the date of the disciplinary action. Delays requested by the Union in which the Company concurs shall not be included in such additional time.

(H) The umpire shall have no authority to add to, subtract from, or modify any provisions of this Agreement.

(I) The compensation and expenses of the umpire and the general expenses of the expedited arbitration shall be shared equally by the Company and the Union. Each party shall bear the expense of its representatives and witnesses.

ARTICLE 13

WAGE ADMINISTRATION

Basic Committed Wages

13.01 The minimum, progression and maximum weekly basic wage rates for all covered job titles will be as provided in the wage schedules included in Appendix B.

Demotion/Downgrade/Lateral Transfer

13.02 An employee who is demoted, downgraded or laterally transferred shall be given the appropriate title for the work to be performed and receive the following wage treatment:

(A) If at maximum, the employee will be placed at maximum on the new schedule. No employee will be given a wage rate greater than the maximum on the new schedule.

(B) If in progression, the employee will be placed on the new schedule on the same monthly wage schedule step. It is not intended that the employee maintain the previous wage rate. Any reduction in wages will be effective with the new payroll cycle. The employee's wage progression treatment date will not change.

Wage Schedule Intervals

13.03 Wage schedules for all job titles covered by this Agreement shall be sixty (60) months in length from the start rate to the maximum rate, and shall include wage schedule increases at six (6) month intervals.

Impact Of Absence On Wage Increases

13.04 Unless otherwise covered by this Agreement, an employee absent for more than one (1) month for any reason other than sickness or accident disability absence, will receive no credit on the wage progression consideration interval for the period of absence in excess of thirty (30) days.

Promotional Increases

13.05 An employee promoted shall be given the appropriate title for the work to be performed and receive the following promotion wage treatment:

(A) Place on the nearest wage schedule step for the new title which results in an increase of at least twenty-five ($25) dollars. The effective date of the promotion shall become the new wage schedule treatment date.

13.06 Resultant rates following upgrading shall in no case exceed the maximum rate for the job to which upgraded.

Wage Credit/Changes In Start Rate

13.07 Applicants for employment who possess skill or knowledge over and above that normally expected of a new employee may be given wage schedule service credit equivalent to this knowledge or experience and receive as a starting rate the rate corresponding to this wage schedule service credit. Subsequent increases will be in accordance with the progression schedule.

Friday Payday

13.08 Payday will normally be bi-weekly on Friday, unless extenuating circumstances prohibit the Company from fulfilling this obligation.

ARTICLE 14

NET CREDITED SERVICE & SENIORITY

14.01 Net credited service shall mean "term of employment" as set forth in the pension plan applicable to employees covered by this Agreement.

14.02 Except as set forth in paragraph 14.03, Seniority shall be determined by the net credited service of the employee affected, plus any period of service (not otherwise included in the employee's net credited service) with a SBC Midwest Company that participated in the CPE Retirement and Savings Plan. Where two or more employees have the same net credited service, the employee with the lowest last four digits of social security number shall be considered to be the most senior. In case there should be two or more employees with the same last four digits of the social security number, the lowest middle two digits will determine seniority. Should two or more employees have identical numbers to this point, the employee with the lowest nine digit social security number shall be considered as having the greater seniority.

14.03 A SBC Midwest management employee who moves into the Bargaining Unit shall be granted seniority in the following manner:

(A) An employee previously covered by any Ameritech or SBC Collective Bargaining Agreement shall immediately be granted the amount of seniority established as of the date the previous bargaining unit employment ended. After he or she accumulates an additional twenty-four (24) consecutive months of seniority within the Bargaining Unit, the employee shall be credited with seniority equal to their total net credited service (plus any additional seniority credited under paragraph 14.02 above).

(B) An employee not previously covered by any Ameritech or SBC Collective Bargaining Agreement shall be credited with seniority equal to their total net credited service after he or she accumulates an additional twenty-four (24) consecutive months of seniority within the Bargaining Unit (plus any additional seniority credited under paragraph 14.02 above).

ARTICLE 15

JOB CLASSIFICATIONS AND PROMOTIONS

New Job Titles & Job Classifications

15.01 Whenever the Company determines it appropriate to create a new job title or job classification in the Bargaining Unit, or restructure or redefine an existing one, it shall notify the Union in writing of such job title or classification and shall furnish a job description of the duties and the wage rates and wage schedule initially determined for such job title and classification. Such wage rates and wage schedule shall be designated as temporary. Thirty (30) days following such notice to the Union, the Company may proceed to staff such job title or classification.

15.02 The Union shall have the right, within thirty (30) days from receipt of notice from the Company, to initiate negotiations concerning the initial wage rates or wage schedules established as temporary by the Company.

15.03 If negotiations are not so initiated or if agreement is reached between the Parties within sixty (60) days following receipt of notice from the Company concerning the wage rates and wage schedule, the temporary designation shall be removed from the job title or classification.

15.04 If negotiations are initiated and the Parties are unable to reach agreement within sixty (60) days following receipt of notice from the Company, the issue of an appropriate schedule of wage rates shall be submitted to a neutral third Party, to be selected as set forth below, for determination of an appropriate schedule of wage rates.

15.05 The neutral third Party referred to above shall be selected from a list of seven (7) individuals created by mutual agreement, who shall possess acknowledged expertise in the areas of employee compensation and job evaluation. The Parties shall alternatively strike one name from the list until one individual remains. The Parties shall submit their views to such third Party within thirty (30) days after selection and such individual shall have sixty (60) days from the date of selection to make a determination which shall be binding on the Parties. While it is not intended that such third Party undertake a full and complete job evaluation study, the third Party shall review other job titles or classifications and their wage schedules for comparison purposes and may make an on-site inspection of the work place and conduct a reasonable number of interviews of incumbents.

15.06 In the event the neutral third Party determines that a different schedule of rates is appropriate, the new schedule shall be placed in effect as of the date of the neutral third Party's decision and shall remain in effect until expiration of this Agreement.

15.07 All costs associated with the resolution of the dispute by the neutral third Party (fees, transcript costs, hotel, travel, etc.) shall be shared equally by the Parties. Union Representatives at hearings and meetings will not be paid by the Company.

15.08 The procedures set forth in this Section shall be the exclusive means by which the Union may contest the schedule of wage rates which the Company sets for any new or restructured job title or classification.

Promotion and Refusal Of

15.09 Promotions to jobs included under this Agreement shall be based on full consideration by the Company of seniority, ability, and qualifications. If the choice rests between two (2) or more employees whose qualifications for the job are substantially equal, seniority shall govern the selection.

15.10 Employees shall have the right to refuse a promotion without affecting their status for future promotions.

ARTICLE 16

BENEFITS

16.01 No change shall be made in the terms of the existing:

- Ameritech Pension Plan
- SBC Flexible Spending Account Plan
- SBC Adoption Reimbursement Program
- SBC Savings and Security Plan
- SBC Rules for Employee Beneficiary Designations
- SBC Umbrella Benefit Plan No. 1 comprised of the following programs:
  - Ameritech Comprehensive Health Care Plan
  - Ameritech Dental Expense Plan
  - Ameritech Vision Care Plan
  - SBC CarePlus - A Supplemental Medical Plan
  - SBC Medical and Group Life Insurance Plan - Group Life Insurance
  - Ameritech Sickness and Accident Disability Benefit Plan
  - SBC Long Term Disability Plan
- SBC Umbrella Benefit Plan No. 2 comprised of the following programs:
  - SBC Supplementary Group Life Insurance Program
  - SBC Dependent Group Life Insurance Program
  - SBC Group Long-Term Care Insurance Plan

or their successor Plans and those other Benefits/Welfare related items, which would reduce or diminish the benefits or privileges provided thereunder as they apply to employees represented by the Union without the consent of the Union.

16.02 Any claim that such benefits or privileges have been diminished or reduced may be processed as provided for in the grievance procedure, and if not resolved thereunder by the Parties may be submitted to arbitration, but in any such case any decision or action of the Company shall be controlling unless shown to have been discriminatory or in bad faith and only the question of bad faith or discrimination shall be subject to the grievance and arbitration procedures of this Agreement.

16.03 Unless the Parties mutually agree, there shall be no negotiations concerning changes in the Plans during the period of this Agreement.

16.04 Neither the Benefit Plans, nor their administration shall be subject to the grievance or arbitration procedures of this Agreement.

16.05 The Company will provide the Union with a copy of the Ameritech Benefit Plans upon execution of this Agreement.

ARTICLE 17

SCHEDULING AND PAYMENT FOR TIME WORKED

Scheduling

See Article 27 for provisions applicable to specified Operator Services job titles.

17.01 Insofar as service requirements and the conditions of the business permit, selection of schedules for tours shall be when practical by seniority. The responsibility for determining the requirements and conditions rests solely with the Company. However, the length of the schedule selection may be determined locally by the Union and the Company. No provision of this Agreement will constitute a guarantee as to the minimum or maximum number of hours of work per week which may be required on the part of any employee.

17.02 Not later than 3 p.m. on Thursday of each week, assignments for the next calendar week shall be posted or otherwise be made available to show the assigned tours each employee is to work during the following week.

17.03 Assignments will be adhered to unless the Company determines that service requirements and business conditions dictate otherwise. Should the Company make shift or tour assignment changes after 3:00 p.m. on Thursday of the preceding week, the hours outside of the originally scheduled shift or the changed tour day(s) will be paid at the premium rate without shift differential but otherwise considered as scheduled. Shift differentials will be included in the computation of such premium rate when the changed shift or tour would have been paid for at the premium rate or when the worked shift occurs on Sunday.

17.04 Changes, at the employees' request or by local agreement, will be granted if service requirements and conditions of the business permit provided that such requests or agreements do not violate the terms of this Agreement.

17.05 Daylight Savings Time

(A) On the night the change is made from Standard Time to Daylight Savings Time, no deduction in pay shall be made for shifts scheduled to end after 2:00 a.m. for employees whose actual hours of work are reduced by one (1) hour.

(B) On the night the change is made from Daylight Savings Time to Standard Time, an employee scheduled to work a shift ending after 2:00 a.m. may be assigned to work until the clock hour end of their assigned shift. This additional hour shall be paid in accordance with Section: Overtime & Premium Pay.

Lunch Period

See Article 27 for additional provisions applicable to specified Operator Services job titles.

17.06 A lunch period, not to exceed 1 hour, will be granted to employees except when their job assignment requires continuous duty. In the event of such continuous duty, the employee will be permitted reasonable paid time to eat on the job.

17.07 If taken, the normal lunch period for full-time employees shall be non-paid between one-half (1/2) hour and one (1) hour in duration and shall be taken between the third (3rd) and sixth (6th) hour of a shift, as scheduled by the Company.

Overtime & Premium Pay

17.08 The basic hourly wage rate including applicable differentials shall be paid for all time worked, except where overtime rates or premium rates are specifically provided for elsewhere in this Agreement.

17.09 Overtime hours worked shall be paid at the rate of one and one-half (1 1/2) times the basic hourly wage rate including applicable differentials except as provided in paragraph 17.10 below.

17.10 Hours worked in a calendar week which exceed forty-nine (49) shall be paid at the rate of two (2) times the basic hourly wage rate including applicable differentials, except as otherwise provided herein.

17.11 A premium payment at the rate of one and one-half (1 1/2) times the basic hourly wage rate including applicable differentials shall be paid to employees for hours worked as scheduled Sunday shifts. Premium payments for Holidays will be paid as described in Article 21, Recognized Holidays.

17.12 No combination of overtime, premium and/or any other payments for time worked and/or any payments for time not worked, may produce an effective rate greater than two and one-half (2 1/2) times an employee's basic hourly wage rate excluding applicable differentials.

17.13 For the purpose of crediting time not worked towards an employee's eligibility for overtime payments (as defined in paragraphs 17.09 & 17.10 above) only the following absences during a scheduled shift shall be considered:

- Illness (Paid)
- Death in Family (Paid)
- Jury or Other Court Duty (Paid)
- Severe Weather (if employee reports to work)
- Visit to Medical Facility or Company-Designated Physician at Company's Request
- Travel Time at Company's Request
- Civic Affairs (such as Community Fund, Red Cross, Etc.) when Assigned by Company
- Joint Meetings with the Company including Joint Union-Company Committee Meetings, Grievance Meetings and Union-Management Review Board Meetings
- Absence for Union Business (Unpaid)
- Vacation Days
- Recognized Holidays
- Excused Work Days (Paid and Unpaid)
- Excused Time Requested by Company
- Collective Bargaining with the Company
- Sickness and Accident Disability (Paid)
- Leave of Absence (Paid)

17.14 The Company will distribute overtime as fairly as is practicable between employees within the work group affected by such overtime, or as locally agreed.

Call Outs

17.15 When an employee is called outside of his/her regularly scheduled shift for immediate reporting, pay will begin with the time called and continue until the employee returns home unless the time worked continues into the employee's next scheduled shift. Should the assignment continue into the employee's next scheduled shift, the employee will only be compensated for the time actually worked and reasonable travel time from his/her residence using the most direct route. A minimum of two (2) hours pay at the overtime rate will be paid unless the call occurs less than two (2) hours before the start of the employee's next scheduled shift.

Out-Of-Hours Calls

17.16 When an employee is called by telephone, outside of his/her regular shift, while on vacation or on a non-scheduled day, to discuss matters related to the job and the call has been authorized by management, the employee will be paid an out-of-hour call differential of Fifteen Dollars ($15) for discussions taking from one (1) to thirty (30) minutes. Discussions which take in excess of thirty (30) minutes shall be compensated at the employee's basic hourly wage rate or at the overtime or premium rate if applicable. This differential does not apply if the call is made to arrange or cancel overtime or if the employee is receiving an on call differential.

17.17 If an out-of-hours call is prompted by the error or omission of the employee, no payment shall be made.

Work Done By Supervisors

17.18 Supervisory employees will normally perform supervisory duties. Nothing herein is intended, however, to prevent supervisory employees from receiving or giving training.

ARTICLE 18

TREATMENT OF TIME NOT WORKED

Absence - General Pay Treatment

18.01 Employees shall not receive payment for scheduled time not worked except as provided elsewhere in this Collective Bargaining Agreement.

18.02 An employee who is unable to report for duty for any reason shall notify his or her supervisor, if possible, prior to the scheduled starting time of their shift.

Personal Illness

18.03 Payments to a regular employee for absence due to the employee's personal illness shall be made in accordance with the following:

(A) If an employee with one (1) year or more of service reports to work and becomes ill during his/her shift, the time not worked during the remaining hours of the shift shall be paid for at his/her basic wage rate, plus applicable shift differential for which the *employee is eligible pursuant to Article 19, Differentials, Section: Shift Differential.*

(B) If an employee with less than one (1) year of service reports to work and becomes ill during his/her shift, the time not worked during the remaining hours of the shift will be unpaid.

(C) *Except as specified in (A) and (B) above, payment for personal illness absence* during the first seven (7) consecutive days of absence will be as follows:

Years of Service	Illness Payment Starts
5 and over	1st full day
2 and less than 5	2nd full day
1 and less than 2	3rd full day
Less than 1	No Pay

Absences of longer than seven (7) consecutive days will be governed by the Sickness and Accident Disability Plan.

(D) The first full shift (other than non-scheduled sixth shifts) for which an employee does not report or is unable to begin work because of personal illness shall be considered as the first day of absence for illness pay purposes. If after the first day of such absence, the employee returns to duty and is subsequently unable to report for duty on a shift (other than non-scheduled sixth shifts) because of personal illness, the latter day of absence shall be considered as the first day of absence for

illness pay purposes, and any subsequent returns to duty and absences because of personal illness shall be similarly treated.

Death In Family

18.04 Payments for absence due to a death in the family may be allowed for full-time or part-time employees with a minimum of nine (9) months service as described below. Pay for this purpose shall include applicable shift differentials for which the employee is eligible pursuant to Article 19, Differentials, Section: Shift Differential.

18.05 Employees absent due to death of a child, step-child, spouse or Registered Domestic Partner, parent or any relative listed in paragraph 18.06 or 18.07 who resides in the same house with the employee will be excused from duty without loss of pay for up to a maximum of three (3) work days (including travel time) beginning with the day of death through the day of the funeral. In addition, in the event of a death as noted herein, employees shall upon request be excused from scheduled time for two (2) additional unpaid days. Paid Vacation Days or Excused Work Days may be substituted for these days at the employee's option.

18.06 Except as provided for in paragraph 18.05 employees absent due to the death of a step-parent, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandparent or grandchild will be excused from duty without loss of pay for up to a maximum of two (2) work days (including travel time) beginning with the day of death through the day of the funeral. In addition, in the event of a death as noted herein, employees shall upon request be excused from scheduled time for two (2) additional unpaid days. Paid Vacation Days or Excused Work Days may be substituted for these days at the employee's option.

18.07 Except as provided for in paragraph 18.05 employees absent due to the death of a brother-in-law, sister-in-law, or spouse's grandparent will be excused from duty without loss of pay for up to one (1) work day (including travel time) beginning with the day of death through the day of the funeral.

18.08 The maximum number of days referred to in paragraphs 18.05, 18.06 and 18.07 above normally shall be increased by one (1) for travel time if an employee attends a funeral which is held more than two hundred (200) miles from the employee's normal work location.

18.09 In no event, shall an employee receive payment for a day per paragraphs 18.05, 18.06 or 18.07 above, if the employee would otherwise be paid for that day (such as holiday, vacation or disability) or not be expected to report for work on that day (such as when on leave of absence or layoff).

Jury Or Other Court Duty

18.10 Employees under subpoena or summons shall receive regular pay for time lost on account of jury or other court duty without deduction for any amount received from civil authorities, except that fees received by an employee in connection with a legal action directly or indirectly pertaining to Company matters or Company record become the property of the Company. The employee should notify the Company of the jury or other court duty as soon as possible. Employee hours will be changed to coincide with the above mentioned obligatory jury or other court duty assignment. When employee's shifts/tours are rescheduled for this purpose, no premium will be paid for shift/tour change.

18.11 Evening and night shift employees who are expected to attend such jury or other court duty during the day are not expected to work their scheduled evening or night shifts. Pay for this purpose shall include applicable shift differentials for which the employee is eligible pursuant to Article 19, Differentials, Section: Shift Differential. If such jury or

other court duty continues into a second calendar week, the Company may re-schedule an employee who normally works an evening or night shift to a day shift, without differential.

18.12 "Other Court Duty", as referred to in this Section, is intended to cover those circumstances where an employee acts in the interest of good citizenship such as when an employee who is a witness to an accident, assault, robbery, etc. is requested to appear in court as a witness. The employee's appearance would qualify as "Other Court Duty" since such an appearance is considered to be meeting a civic responsibility.

18.13 Notwithstanding any of the above, "Other Court Duty" as referred to in this Section, does not include lost time associated with criminal or civil actions, whether under subpoena or summons or not, if the employee is a plaintiff or defendant, or is otherwise a direct or indirect party to the action. Absence requests for court appearances in connection with such matters are considered personal, however, employees may be excused without pay.

18.14 Employees involved with any jury or other court appearances must report back to work immediately upon being released from attendance at court that day, unless otherwise directed by management.

18.15 Employees completing jury or other court appearances, must obtain documentation of attendance and provide this to management upon return to work.

Voting

18.16 If necessary to allow the employee a reasonable opportunity to vote, time off without pay will be granted. Application for such time off must be made prior to election day.

Severe Weather

18.17 During severe weather employees will be required to be available for such work as may be necessary to maintain telephone service or such other work as may be assigned.

18.18 If an employee is excused for the remainder of their shift because no work assignment can be provided, no scheduled time will be lost. Such excused time will be paid on the same basis as though performing productive work including applicable shift differentials pursuant to Article 19, Differentials, Section: Shift Differential.

ARTICLE 19

DIFFERENTIALS

Shift Differential

See Article 27 for provisions applicable to specified Operator Services job titles.

19.01 Employees whose hours on a scheduled shift, which is part of their normal work week, fall outside of 6:00 a.m. and 7:00 p.m. will receive ten percent (10%) per hour as shift differential in addition to their basic wage rate for all hours worked.

19.02 Employees whose hours on a sixth or seventh shift fall outside of 6:00 a.m. and 7:00 p.m. will receive ten percent (10%) per hour as shift differential in addition to their basic wage rate.

19.03 Employees normally working a night shift will be paid an hourly shift differential for scheduled time not worked, only in the following instances and under the following conditions:

- Illness (Paid)
- *Death In Family (Paid)*
- Jury or Other Court Duty (Paid), however, if such absence continues into a second calendar week, the Company may reschedule the employee to a day shift
- Severe Weather, if employee reports to work
- Vacations, if shift differential has been received by the employee for one (1) week or more immediately prior to the beginning of the vacation period
- Recognized Holidays
- Excused Work Days (Paid)

19.04 A shift differential shall not be paid for any day shift that extends into a night shift due to an employee working overtime.

19.05 Employees who work three (3) or more scheduled night shifts in a calendar week shall *be paid shift differential for each day shift worked including sixth and seventh shifts.*

19.06 Employees normally working a night shift will be paid an hourly shift differential for scheduled time worked outside their normal assignments, only in the following instances and under the following conditions:

- Joint Meetings with the Company including Joint Union-Company Committee Meetings, Grievance Meetings and Union-Management Review Board Meetings.

- Company initiated training, if shift differential has been received by the employee for two (2) weeks immediately prior to the beginning of the training assignment.

Temporary Assignment

19.07 An employee who is temporarily assigned to a higher paid job title within the Bargaining Unit will be paid as follows:

(A) Assignments made in the first half-shift which do not extend into the second half-shift shall be paid one-half (1/2) of the daily temporary assignment differential set forth in paragraph 19.08 below.

(B) Assignments made in the first half-shift which extend into all or part of the second half-shift shall be paid the full daily temporary assignment differential set forth in paragraph 19.08 below.

(C) Assignments made in the second half of a shift shall be paid one-half (1/2) of the daily temporary assignment differential set forth in paragraph 19.08 below regardless of the length of the shift.

19.08 The daily temporary assignment differential shall be an amount equal to the difference in the maximum daily wage rate between the job title to which the employee is tempo*rarily assigned and the job title to which the employee is regularly assigned.*

19.09 Whenever an employee is temporarily assigned to perform job duties of a job title rated lower than their regular job, except as otherwise stated in this Agreement, the employee shall not suffer a reduction of their basic wage rate and shall be eligible for applicable differentials of the new assignment.

19.10 Temporary assignments shall not be made for longer than a six (6) month period in a calendar year, but may be extended as circumstances warrant upon mutual agreement between management and the Local Union involved.

Lead Person

19.11 The Company may, if it deems necessary, appoint a qualified non-management employee to act as a Lead Person. A Lead Person may lead the efforts of other employees in the Bargaining Unit or may do the work normally performed by a non-supervisory management employee. An employee so appointed may continue to perform Bargaining Unit work during such assignment. Such employee shall not take disciplinary action, prepare performance appraisals or make value judgments regarding other employees' performance.

19.12 When practical, the group to be considered in the appointment of a Lead Person will consist of those employees in the same work group. Selection of a Lead Person will be made on a seniority or rotational basis, as determined locally between the Local Union and the Company, from those employees who volunteer and are qualified and available at the time the selection procedure begins. The Company shall determine those employees who are qualified and available for such assignment.

19.13 An employee so temporarily assigned shall receive a Lead Person differential of Fourteen Dollars ($14.00) per day for each day worked as a Lead Person.

19.14 Prior to the commencement of the assignment, the employee shall be told whether the appointment will be on a daily, weekly or longer basis. However, the assignment may be terminated earlier based upon the needs of the business.

On Call

19.15 The Company may assign qualified employees from among those who volunteer, on a rotational basis, to be "on call" with a pager or another type of notification device and to be available for out-of-hours work on a daily or weekly basis.

19.16 When so assigned, the employee will carry the pager or notification device at all times from the end of his/her shift to the beginning of his/her next scheduled shift. In addition to payment for any time worked, the employee will be paid a differential of Twenty Dollars ($20) for each day the employee is "on call".

ARTICLE 20

CLASSIFICATION AND TREATMENT OF REGULAR PART-TIME EMPLOYEES

20.01 The classification of a regular part-time employee is based on the employee's "part-time equivalent work week" which shall be determined prospectively by dividing the employee's total normally scheduled hours per month by 4.35 and rounding the result to the next higher whole number. (Illustration: 68 hours per month divided by 4.35 equals 15.6, rounded to a "part-time equivalent work week" classification of 16.)

20.02 The "part-time equivalent work week" classification of each regular part-time employee shall be reviewed by the Company no less often than every six (6) months on April 1 and October 1 of each year and adjusted on a prospective basis, if appropriate. In determining whether such adjustment is appropriate, the Company will consider the actual average number of hours worked per month (excluding overtime hours) during the preceding six (6) month period and the likelihood that such number of work hours will continue

for a reasonably foreseeable period of time. Classification review information will be provided to the Union.

20.03 Where applicable, payments to a regular part-time employee under Company benefit plans shall be prorated based on the relationship of the individual part-time employee's "part-time equivalent work week" classification to a forty (40) hour work week. A regular part-time employee shall not be paid for time not worked for absence due to sickness (not under the "Ameritech Pension Plan" and/or the "Sickness and Accident Disability Plan" or their successor Plans) unless such absence due to sickness occurs on a day of the week on which the employee is scheduled to work. Regular employees who are on the active payroll of the Company as of December 31, 1980, and who works part time on or after January 1, 1981, shall thereafter continue, during the current term of employment, to receive payments for the benefits and other items listed above on the same basis as was applicable to a part-time employee on December 31, 1980.

20.04 Benefit levels and associated premium payments for regular part-time employees are defined in the Company benefit plans. Regular employees who were on the active payroll of the Company as of December 31, 1980, shall continue to be eligible for such coverage on the same basis as a regular full time employee regardless of classification.

20.05 Except for payment for overtime hours worked, all hours worked by a regular part-time employee in an Emerging Product Center (EPC) and any equivalent retail sales or service center operation, shall be paid at the equivalent basic hourly wage rate for a comparable regular full-time employee working a normal daily shift in the same job title, classification and work group. Payment to such a regular part-time employee for hours worked in excess of an equivalent normal daily shift or work week for a comparable regular full-time employee shall be at the applicable overtime rate for a comparable regular full-time employee based on such regular part-time employee's basic hourly wage rate. Any regular employee who was on the payroll of the Company on December 31, 1980, and who works part-time on or after January 1, 1981, shall thereafter continue, during the current term of employment, to be paid on the same basis as was applicable to such part-time employee on December 31, 1980.

20.06 Except for payment for overtime or premium hours worked, all hours worked by a regular part-time employee* shall be paid at the equivalent basic hourly wage rate including applicable differentials for a comparable regular full-time employee.

20.07 Overtime hours worked shall be paid at the rate of one and one-half (1 ½) times the basic hourly wage rate including applicable differentials*. Overtime is as defined in Article 2, Definitions, Section: Scheduling & Wage Related.

20.08 A premium payment at the rate of one and one-half (1 ½) times the basic hourly wage rate including applicable differentials shall be paid to part-time employees* for hours worked as scheduled Sunday Shifts. Premium is as defined in Article 2, Definitions, Section: Scheduling & Wage Related.

20.09 Regular part-time employees scheduled to work on a Recognized Holiday may be excused without pay for time not worked to the extent that service requirements will permit and without loss of the Holiday Allowance payment.

20.10 A Holiday Allowance will be paid on the basis of one-fifth (1/5) of the average weekly hours, rounded to the nearest quarter hour, based on the employee's "part-time equivalent work week" that is actually worked. The "part-time equivalent work week" is reviewed every six (6) months on April 1 and October 1 of each year and adjusted on a prospective basis, if appropriate.

20.11 Regular part-time employees absent without pay, other than for Company excused absences, on either the employee's last scheduled work day before the Recognized Holiday or the employee's first scheduled work day after the Recognized Holiday shall not be paid a Holiday Allowance.

20.12 A regular part-time employee who works a holiday shift will be paid:

(A) A Holiday Allowance as defined in paragraph 20.10, and

(B) A holiday premium payment* consisting of one and one-half (1 ½) times the basic hourly wage rate including applicable differentials, for hours worked inside the employee's normally scheduled shift.

(C) A Holiday premium payment rate* of two and one-half (2 ½) times the basic hourly wage rate including applicable differentials for hours worked outside the employee's normally scheduled shift. This premium is not to be combined with other premiums to produce an effective rate greater than two and one-half (2 ½) times the basic wage rate excluding applicable differentials.

20.13 Regular part-time employees, when eligible, shall receive shift differential* in accordance with Article 19, Section: Shift Differential.

20.14 Regular part-time employees, regardless of work week classification, shall be eligible for Excused Work Days and Day-At-A-Time vacation days as provided in Article 22, Excused Work Days and Article 23, Vacations, Section: Day-At-A-Time. However, payment for such days shall be on the basis of one fifth (1/5) of the average weekly hours, rounded to the nearest quarter hour, based on the employee's "part-time equivalent work week" that is actually worked over the past six (6) months on April 1 and October 1 of each year and adjusted on a prospective basis, if appropriate.

20.15 A regular part-time employee must request a specific day in the calendar year other than a non-scheduled day, a Saturday, Sunday, another Recognized Holiday, Excused Work Day or vacation day to be observed as the employee's Floating Holidays. Those regular part-time employees who work only on Saturday and Sunday may schedule Floating Holidays on a Saturday or Sunday.

*Excluding those regular part-time employees defined in paragraph 20.05 of this Article.

ARTICLE 21

RECOGNIZED HOLIDAYS

21.01 The following are the Recognized Holidays for which regular employees shall be paid a Holiday Allowance consisting of a day's pay at the basic wage rate including applicable shift differential for which the employee is eligible pursuant to Article 19, Differentials, Section: Shift Differential:

New Year's Day
Martin Luther King Jr.'s Birthday*
Good Friday*
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Friday After Thanksgiving
Christmas Eve
Christmas Day

* An eligible employee must select one of these Holidays as a fixed Recognized Holiday. The remaining Holiday will be taken as a Floating Holiday and scheduled in accordance with 21.02 (B) below.

21.02 The following provisions apply to eligibility and scheduling requirements for the Floating Holiday:

(A) A regular employee with at least six (6) months of net credited service on January 1, shall be eligible for and shall designate one (1) Floating Holiday at that time. Employees with less than six (6) months of net credited service on January 1, shall be eligible and shall designate one (1) Floating Holiday and it may be taken after six (6) months of service has been completed.

(B) An eligible regular employee must request specific days in the calendar year other than a non-scheduled day, Saturday, Sunday, another Recognized Holiday, Excused Work Day or vacation day to be observed as the Floating Holiday.

(C) Employees who work on that Floating Holiday will receive pay treatment as described in paragraph 21.10 (A) and (B).

21.03 Recognized Holidays observed Monday through Friday will be included in all basic weekly work schedules.

21.04 When a Recognized Holiday falls on Saturday, employees not scheduled to work will have the option of electing either a paid Holiday Allowance or a day off with pay at their basic wage rate thereafter in the calendar year or during the first four (4) months of the following year as approved by the Supervisor. The day subsequently approved in lieu of the Saturday holiday will be treated as the Recognized Holiday for all purposes and may not be changed or rescheduled. This provision does not apply to Floating Holidays.

21.05 When a Recognized Holiday, falls on a Sunday, the following Monday shall be observed as the Recognized Holiday and shall be treated the same as any Monday on which a Recognized Holiday falls. For pay purposes, the Sunday shall be treated the same as any Sunday on which a Recognized Holiday does not fall.

21.06 Employees may be scheduled for work on Recognized Holidays. The number of holiday shifts scheduled will be kept to the minimum required to meet the needs of the business. Schedules of individuals who will be required to work a Recognized Holiday shall be posted or otherwise made available by 3:00 p.m. on Thursday of the second preceding week.

21.07 Regular full-time employees scheduled to work on a Recognized Holiday may be excused without pay for time not worked to the extent the service requirements will permit without loss of the Holiday Allowance.

21.08 Regular full-time employees absent without pay other than for Company excused absences, on either the employee's last scheduled work day before the Recognized Holiday or the employee's first scheduled work day after the Recognized Holiday shall not be paid a Holiday Allowance.

21.09 If a regular full-time employee is absent from work because of a personal illness on both of the regular work days which immediately precede and follow a Recognized Holiday, the Recognized Holiday shall be considered a day of illness and the entire absence shall be handled as any other illness case.

21.10 A regular full-time employee who works a holiday shift will be paid:

(A) A Holiday Allowance, as defined in paragraph 21.01, and

(B) A Holiday Premium payment consisting of one and one-half (1 ½) times the basic hourly wage rate including applicable differentials for hours worked inside the employee's normally scheduled shift.

(C) A Holiday Premium payment of two and one-half (2 ½) times the basic hourly wage rate including applicable differentials for hours worked outside of the employee's normally scheduled shift. This premium is not to be combined with other premiums to produce an effective rate greater than two and one-half (2 ½) times the basic wage rate excluding applicable differentials.

21.11 If a call out occurs on a Recognized Holiday, a minimum of two (2) hours at the Holiday Premium rate as outlined in paragraph 21.10 (B) and (C) above will be paid, unless the call occurs less than two (2) hours before the start of the employee's next scheduled shift.

21.12 When a Recognized Holiday falls within the employee's paid vacation period, the employee will be allowed to reschedule one (1) day of vacation. Such day shall be scheduled in accordance with Article 23, Vacations. This re-scheduled day shall be considered a vacation day.

21.13 Nothing in this Article requires the Company to change or provide any additional paid holiday(s) in the event the State or Federal government declares, changes, deletes or adds to State or Federally recognized days of observance or commemoration. The Company shall not be obligated to recognize holidays other than those listed in this Article.

ARTICLE 22

EXCUSED WORK DAYS

22.01 Each regular employee who has at least six (6) months of Net Credited Service on January 1 of the respective years, 2005, 2006, 2007, 2008 and 2009 shall be eligible for four (4) Excused Work Days with pay and one (1) Excused Work Day without pay during each of such years. Each regular employee who has less than six (6) months Net Credited Service on January 1 or who is hired after January 1 of the above respective years shall be eligible for two (2) Excused Work Days with pay and one (1) Excused Work Day without pay to be taken after six (6) months service is completed.

22.02 Employees who do not work on their paid Excused Work Day shall be paid their basic hourly wage rate including applicable shift differentials pursuant to Article 19, Differentials, Section: Shift Differential, provided they are on the active payroll of the Company on that Excused Work Day.

22.03 Excused Work Days may be taken by regular full-time employees in one-half day increments but cannot be pre-scheduled as part of the vacation selection process. One-half day Excused Work Days will be granted on a first come, first served basis, work conditions permitting and shall be one-half of the employee's normal work day. Treatment of one-half Excused Work Days, except as noted above, are subject to other provisions of this Article.

22.04 Two (2) Excused Work Days may be taken by regular full-time employees in increments of two (2) hours, provided, however, that if the length of an employee's scheduled daily shift is not evenly divisible by two (2), the last increment of such Excused Work Day may be less than two (2) hours. Such Excused Work Day cannot be prescheduled as part of the vacation selection process and will be granted on a first come, first served basis, work conditions permitting. Treatment of this two (2) hour incremental Excused Work Day, except as noted above, is subject to other provisions of this Article.

22.05 Employees who are on vacation or absent with pay on their paid Excused Work Day for reasons other than having observed it as an Excused Work Day shall have their paid Excused Work Day rescheduled if a vacation day would have been rescheduled under the same circumstances.

22.06 If employees agree to work on their paid Excused Work Day and the day cannot be rescheduled, they shall be paid as applicable in accordance with the following subparagraphs:

(A) Employees who agree to work before 3:00 p.m. on Thursday of the preceding week shall receive one (1) day's pay as set forth in paragraph 22.02 in lieu of their Excused Work Day and shall in addition be paid in accordance with the provisions of the Collective Bargaining Agreement covering work on a scheduled day of work.

(B) Employees who agree to work after 3:00 p.m. on Thursday of the preceding week shall receive one (1) day's pay as set forth in paragraph 22.02 in lieu of their Excused Work Day and shall in addition be paid for a changed shift or tour assignment in accordance with Article 17, Scheduling and Payment for Time Worked, Section: Scheduling.

ARTICLE 23

VACATIONS

Eligibility

23.01 Regular employees shall be entitled to vacation with pay as follows:

(A) Two (2) weeks vacation during each vacation year in which such employee's first to sixth service anniversary date falls. In the first year of employment, when an employee completes six (6) months of service he/she will be granted one (1) week of vacation. If the employee completes six (6) months of service and their first service anniversary falls within the same vacation year, only two (2) weeks of vacation shall be granted. The first week may be granted any time after the completion of six (6) months of service, and the second week granted after the completion of twelve (12) months of service. If such employee becomes eligible for a vacation week on or after December 1, such vacation may be "carried over" into the following year.

(B) Three (3) weeks vacation during each vacation year in which such employee's seventh to fourteenth service anniversary date falls.

(C) Four (4) weeks vacation during each vacation year in which such employee's fifteenth to twenty-fourth service anniversary date falls.

(D) Five (5) weeks vacation during each vacation year in which such employee's twenty-fifth and subsequent service anniversary date falls, provided that such employee takes at least one week of such vacation between January 1 and the last full week of April, of such vacation year or between October 1 and December 30, inclusive of such vacation year.

23.02 Vacation pay is based on the employee's basic wage rate including applicable shift differential which the employee has received for at least one (1) full week immediately preceding the vacation period, pursuant to Article 19, Differentials, Section: Shift Differential.

23.03 A "week" is a "calendar week" as defined in Article 2, Definitions.

23.04 When, pursuant to section 23.05 below, an employee schedules a vacation week which begins during the last week of December of the vacation year, the entire vacation week so scheduled shall be taken from the vacation entitlement for the vacation year in which the beginning of the week falls.

Scheduling/Selection

23.05 Regular employees in a work group may select vacations in the order of their seniority as of the date of selection, in so far as work conditions permit. Management shall review its vacation selection guidelines with the appropriate Local President and/or designee by October 15. The vacation schedule composition will allow, at a minimum, one (1) person to take vacation in any given week unless mutually agreed otherwise between the appropriate Local President and/or designee and management. In the event an employee selects a vacation week which begins during the last week of December of the vacation year, any portion of such vacation week which falls in the next vacation year shall be treated as though it occurred in the vacation year in which the week began for purposes of vacation scheduling.

23.06 The selection process used to select available time-off, including vacation time, Excused Work Days (paid and non-paid), Floating Holiday and days in lieu of holiday which falls within scheduled vacation shall be as follows:

(A) Selection shall be by seniority within the appropriate unit and shall be granted to the extent practicable consistent with force requirements and the needs of the business.

(B) Regular employees shall be allowed to select scheduled vacation weeks from those made available. Only full weeks of vacation are included in this first selection priority. Full weeks shall be scheduled in the vacation year except where otherwise provided in this Article. After all employees in the work group have selected the required scheduled full vacation weeks, employees will be allowed a second selection priority to select other time-off which includes day-at-a-time, Excused Work Days, Floating Holiday and day in lieu of holiday for which they are eligible.

(C) Subject to the needs of the business and force requirements of the group, time-off not scheduled during the second selection priority may be selected by an employee on the basis of the earliest request to the employee's immediate supervisor.

(D) Employees transferred (voluntary or involuntary) will be given the option to retain the week(s) as originally scheduled, or re-select from remaining weeks on the schedule in the group into which the employee was transferred.

(E) The selection process shall be as stated above unless otherwise mutually agreed to by the Local President and Local management.

Day-At-A-Time

23.07 A regular employee who is eligible for two (2) or more weeks of vacation may choose to schedule one of those weeks of vacation to be taken on a day-at-a-time basis. An employee who is eligible for three (3) or four (4) weeks of vacation may choose to schedule one (1) or two (2) weeks of vacation on a day-at-a-time basis. An employee who is eligible for five (5) weeks of vacation may choose to schedule one (1), two (2), or three (3) weeks of vacation on a day-at-a-time basis.

23.08 Regular employees may elect to take up to three (3) days of eligible Day-At-A-Time vacation in one-half (1/2) day increments and will be subject to the same guidelines on one-half (1/2) day Excused Work Days as described in Articles 22.03 and 22.04.

Sickness, Leave During Vacation

23.09 If an employee is absent at the time scheduled for vacation and the employee returns

before December 31, the vacation may be rescheduled in the current year or if no time is available, the employee will be paid in lieu of the remaining vacation. If the employee returns after December 31, the employee will be paid in lieu of the remaining vacation. In the case of "carry over" vacation, the employee may reschedule the carry over vacation if sufficient time is available in the carry over period. If time is not available or if the employee does not return within the carry over period, the employee will be paid in lieu of the remaining vacation.

23.10 When an absence due to sickness or disability begins during an employee's scheduled vacation and the employee notifies the Company within the calendar week in which the sickness or disability begins, such absence will be treated as vacation and any subsequent consecutive calendar weeks of scheduled vacation will be treated as sickness or disability. When an absence due to sickness or disability begins during a regular employee's scheduled day-at-a-time vacation and the employee notifies the Company that day, the day of notice will be treated as a vacation day. Any subsequent consecutive day-at-a-time vacation will be treated as sickness or disability. Such reclassified vacation time can be rescheduled.

23.11 If vacation is deferred as described in paragraph 23.10 above, the deferred vacation shall be taken as early as practicable, subject to the approval of the employee's supervisor. The Steward will be advised of the decision as soon as is practical after approval has been given.

Carry Over

23.12 Regular employees may elect to carry over any number of their weeks of vacation (either full weeks or day-at-a-time) to the following year subject to the following terms:

(A) In no case shall an eligible employee schedule less than one (1) week of vacation in any vacation year.

(B) Any vacation time "carried over" from one vacation year to the next must be scheduled and taken no later than the week beginning with the last Sunday in April of the year into which the vacation time is carried over.

(C) For all vacation time "carried over" from one vacation year to the next, at least a like amount of vacation time for the vacation year into which the vacation time is carried over must also be scheduled and taken no later than the last Sunday in April of the same year.

(D) Employees electing to carry over vacation time must schedule the "carried over" and the "matching" time at the same time the vacation selection for the current year is made.

Payment In Lieu Of

23.13 In case of death, wages associated with an unused portion of a regular employee's scheduled vacation shall be paid to the employee's beneficiary or to the employee's estate.

23.14 Employees who are laid off shall not be eligible for any vacation payment during the period of the layoff. If, however, such employee is laid off before receiving the vacation for which an employee has become eligible in the vacation year of such layoff, such employee shall receive payment equal to and in lieu of such vacation.

23.15 An employee leaving the Company for reasons other than specified in this Article shall receive payment in lieu of any unused portion of the vacation for which such employee is eligible.

ARTICLE 24

AUTOMOBILE MILEAGE EXPENSE

24.01 Employees may elect to receive reimbursement for authorized incidental use of their automobile for Company business at the rate approved by the Internal Revenue Service (IRS) of the United States as a business use deduction per traveled road mile. In the event the IRS increases the standard mileage rate allowable as a business use deduction from gross income during the term of this Agreement, the Company shall increase the amount of reimbursement accordingly, effective on the first of the month following the effective date of the change by the IRS.

ARTICLE 25

TEMPORARY ASSIGNMENTS

Detailing - Location Assignment

25.01 The Company may direct an employee to start and/or end his/her shift at a Report or Detail Location. If the assignment to a Detail Location is for any reason other than training, the Company shall seek qualified volunteers from the designated work group and job title. If a sufficient number of qualified employees from the designated work group and job title fail to volunteer for the detail assignment, the Company may assign the required number of qualified employees in inverse order of seniority. If the number of qualified volunteers within the designated work group and job title exceeds the number needed, selection will be made on the basis of seniority.

25.02 In the event an employee is sent to a Detail Location in which the basic rate for the job title/job function is different, the employee shall receive the higher of the two (2) basic rates. When an employee is detailed to a job title rated higher than their regular job title at their Report Location, the employee is eligible to receive a Temporary Assignment Differential in accordance with Article 19, Differentials, Section: Temporary Assignment Differential. The employee shall also be eligible for any other applicable differentials and expenses at the Detail Location at the more favorable rate for the employee.

25.03 An employee directed to start and/or end his/her work shift at a Detail Location, except as provided elsewhere in this Article, shall be reimbursed by means of a Daily Travel Allowance in lieu of paid travel time or expenses for each day worked in accordance with the following table:

Distance to Detail Location
By Most Direct Route

From Employee's Normal Reporting Location	Travel	Daily Allowance
Less than 5 road miles		$ 00.00
5 but less than 10 road miles		$ 6.00
10 but less than 15 road miles		$ 13.50
15 but less than 20 road miles		$ 19.50
20 but less than 25 road miles		$ 25.50
25 but less than 30 road miles		$ 31.00
30 but less than 35 road miles		$ 33.00

Under no circumstances shall Daily Travel Allowance be paid to an employee for any day or days on which board and lodging is furnished by the Company.

Board, Lodging & Travel

25.04 Employees assigned to a Detail Location over thirty-five (35) road miles by the most direct route from their Report Location may elect board and lodging or a Daily Travel Allowance of Forty-Five Dollars ($45.00). The employee must state such election when they are directed to the Detail Location and such election, when made, shall be effective for a minimum of two (2) scheduled days. The employee may change their election, to be effective for a period of a scheduled tour, by notifying their Supervisor before quitting on the Friday preceding the week in question. When approved, the employee may change their election during this scheduled tour for a day or days when conditions, such as inclement weather or extended work shift, warrant such a change.

25.05 Whenever the Company is obligated to provide lodging, it shall select and pay for such lodging and shall provide transportation between the lodging location and the detail location. Should the employee elect to obtain their own living arrangements in the immediate vicinity of the Detail Location, a Daily Lodging Allowance of Thirty Dollars ($30.00) per night will be paid in lieu of Company provided lodging. In such case the employee must provide their own transportation to and from their place of lodging and the Detail Location.

(A) When the employee has chosen board and lodging, the Company shall reimburse the employee for meal expenses incurred by paying a Daily Meal Allowance of Forty Dollars ($40.00), or a flat allowance of Eight Dollars ($8.00) for breakfast, Ten Dollars ($10.00) for lunch, and Twenty-two Dollars ($22.00) for dinner for all meals which are not included in the price of the arranged board and lodging or otherwise included.

(B) The Company shall also provide an incidental expense allowance of Eleven Dollars ($11.00) per day to each employee on a Detail actually receiving board and lodging. The purpose of the incidental expense allowance is to compensate the employee for personal expenses other than board and lodging. An example of a covered expense would be laundry.

(C) A telephone call home each day, not to exceed fifteen (15) minutes, shall be included as part of the employee's authorized expense.

(D) When an employee is directed to a Detail Location and is being provided board and lodging, in accordance with paragraphs 25.04, 25.05 and 25.06 of this Section, the initial travel time to the Detail Location and the travel time involved when the employee is directed to return to their Report Location, or to travel to another Detail Location, shall be paid the applicable wage rate plus differential, pursuant to Article 19, Differentials.

(E) When private surface transportation is used to travel to the Detail Location, employees will be compensated for time spent in travel, via the most direct route to the Detail Location to which the employee has been assigned. In addition, the employee will receive a mileage fee in accordance with Article 24, Automobile Mileage Expense, for actual miles driven by the most direct route to and from the employee's Detail Location or other Detail Locations.

(F) When public transportation is used at the Company's direction, the time allowed shall be the actual time spent in travel, via the route specified by management, from the public transportation terminal from which the employee is directed to leave and the public transportation terminal in the community of the Detail Location. In addition, surface transportation time, as specified above, but not less than thirty (30) minutes, shall be allowed between the employee's Report Location or Detail Location and the public transportation terminal to be used.

(G) When air transportation is directed, the Company shall specify the flight to be taken. The employee shall be granted approval, if circumstances permit, to use public or private surface transportation, instead of air transportation.

(1) Compensation for use of public or private surface transportation will be limited, at maximum, to an amount equal to the price of a regular coach airline ticket on the Company selected airline. For private transportation, compensation will be paid according to the provisions of Article 24, Automobile Mileage Expense for road miles, by the most direct route, up to an amount equal to the price of a regular coach class ticket on the Company specified airline. For public surface transportation, compensation will be for the amount charged the employee for the purchase of the ticket used for admission on the surface transportation vehicle or an amount equal to the price of a regular coach class ticket on the Company specified airline, whichever is less.

(2) Compensation for travel time will be for the anticipated total time that would have been required for travel via the air transportation specified.

(H) When an employee receiving board and lodging on a detail assignment desires to return to the Report Location over the unassigned weekend or unassigned Company Recognized Holiday, the employee may:

(1) elect to remain on board and lodging; or

(2) if transportation expenses to the Report Location are less than the expenses the Company would incur if the employee remains on Board and Lodging, the Company will pay for or furnish the round trip transportation in lieu of board and lodging. When paid for, reimbursement shall be at the rate authorized by Article 24, Automobile Mileage Expense, or the price of a Company specified airline ticket, whichever is less; or if transportation expenses to the Report Location is more than the expenses the Company would incur if the employee remains on board and lodging the employee may:

a) return to the Report Location. However, the Company will only pay for the expense up to the amount the Company would have incurred had the employee remain on board and lodging. Any additional expenses will be the responsibility of the employee.

b) elect, every third weekend, to be furnished transportation or transportation expense from the detail location in lieu of all board and lodging expenses and/or allowances for the weekend.

Travel time outside of scheduled work time shall not be compensated for nor considered as time worked.

25.06 If an employee elects the board and lodging provisions as outlined in paragraph 25.05 above and is required to travel between Detail Locations, the employee shall be directed to travel either by Company vehicle, public transportation or private conveyance.

(A) If the employee is directed to travel in a Company vehicle or by public conveyance, the employee shall receive the same work time consideration as described in paragraph 25.07 below. No transportation expense shall be paid when Company vehicle is used. If public transportation is utilized, the employee will be reimbursed for expenses incurred.

(B) Should the employee be granted approval to employ private transportation instead of public transportation, the employee shall be reimbursed, as provided for in Article 24, Automobile Mileage Expense, for the distance traveled between their Report and the Detail Location or between the Detail Locations as appropriate. Such travel time will be treated in accordance with paragraph 25.07 below.

25.07 Employees who drive Company cars or trucks on Company business, or who are directed by their supervisor to travel in Company cars or trucks on Company business, shall be paid travel time on the same basis as those performing productive work.

25.08 Where the requirements of statutes or regulations demand that per diem amounts in excess of a set amount be reported as income and the per diem amount set by this Agreement exceeds that amount, the employee may elect to receive either the per diem amount set by regulation or the per diem amount set by this Agreement.

25.09 When an employee is required to travel outside of the SBC Midwest Region, the Company and the Union may reach agreement that will increase the amounts detailed in this Article to cover extraordinary expenses which could be incurred by the employee.

ARTICLE 26

TRAINING AND EMPLOYMENT SECURITY

Training & Retraining

26.01 In the present environment of fast-paced technological developments and structural changes, the Parties recognize the benefits in offering to employees, training and retraining programs for personal or career development.

26.02 The personal or career development training and the job displacement retraining programs contemplated by this provision will be generic in nature and separate and distinguished from the current job specific training instruction. Nothing in these programs will supersede the applicable promotion or transfer provisions of the Collective Bargaining Agreement.

26.03 The Career & Personal Development Plan may be used as an educational self development aid to assist employees in their personal development or preparing themselves for career progression opportunities or job changes within the Company.

(A) Training shall be generic in nature as opposed to job specific and shall cover technical, sales, clerical and other fundamental skills.

(B) Any regular employee with at least one (1) year of net credited service shall be eligible to participate in such training under the terms of the program.

(C) Participation by employees in the personal or career development training program shall be voluntary, and time spent by employees in such training shall be outside scheduled working hours and not paid or considered as time worked for any purpose.

(D) Successful completion by an employee of any training or courses offered pursuant to such program will be taken into account by the Company when considering the employee for an upgrade or transfer.

26.04 The Career & Personal Development Plan may be used to prepare employees, whose jobs are being displaced or whose jobs are being restructured to a wage schedule with a lower maximum wage rate, to enhance their ability to qualify for anticipated job vacancies within the Company.

(A) Employees shall be informed of potential displacements as soon as possible and depending on the number of any anticipated job openings shall be offered training, if necessary, which is intended to enable them to qualify for such job openings in the Company.

(B) All regular employees, who are notified of potential displacement of their current job or job restructuring to a lower wage rate, shall be eligible to participate in such training regardless of length of service.

(C) Participation by employees in job displacement training shall be voluntary, and time spent by employees in such training shall be outside scheduled working hours and not paid or considered as time worked for any purpose, unless the Company determines it appropriate in specific instances to permit the employees to receive such training during working hours.

The Career & Personal Development Plan

26.05 There shall be a program called the "Career & Personal Development Plan", hereafter referred to as "CPDP" and such Program will include the following:

(A) Assessment of employee's aptitude/skills through a counseling process;

(B) aid to employees returning to school (including where to focus formal education and how to develop a support network at the school);

(C) assistance in sharpening training skills, studying and testing; and

(D) assessment of prior formal and informal education for college credit.

Each employee eligible for and participating in CPDP will be eligible for any or all portions of the Program, provided a CPDP counselor finds such portions of the Program appropriate for the employee.

26.06 Those employees eligible for CPDP must be:

(A) Classified as regular full-time employees or regular part-time employees whose equivalent work week classification is twenty-five (25) hours or more;

(B) on the active payroll;

(C) in possession of at least one (1) year net credited service; and

(D) not concurrently enrolled in any Company-sponsored tuition reimbursement program.

26.07 Eligibility to remain in the Program will be forfeited by those who on two (2) occasions fail a course during their participation in CPDP and/or who fail to complete a course while participating in the Program. Disability or business reasons may be grounds to waive such ineligibility at the Company's discretion. An employee who participates in CPDP and who is adversely impacted by the decisions of the Program Administrator on his or her curriculum or on his or her eligibility to participate in CPDP may appeal such decision through a Union representative to the appropriate Executive Director - Labor Relations or his or her designee. Employees dropped from the Program may be reinstated to the Program after waiting for at least one (1) academic year.

26.08 Enrollment by employees in CPDP will be voluntary and time spent by employees in the Program will be outside of scheduled working hours and not paid or considered as time worked for any purpose.

26.09 Employees eligible for CPDP may receive counseling, testing and Company pre-paid tuition assistance.

26.10 Selected educational institutions will be utilized to deliver services, courses and programs. The Company reserves the right to approve institutions, services, courses and programs.

26.11 Employees participating in CPDP will be reimbursed for fifty percent (50%) of textbook costs annually upon successful completion of approved courses and programs. Participants will also be reimbursed for one hundred percent (100%) of fees to a maximum of Two Hundred Fifty Dollars ($250) annually upon successful completion of approved courses and programs.

26.12 The amounts of any refunds, charges for negligence, and outside assistance (grants, remissions, scholarships, veteran's assistance, etc.) shall be deducted from the Program payments.

26.13 In no event will the cost to the Company for each employee's direct CPDP expenses (i.e. tuition, books, fees, workshops, counseling) exceed Three Thousand Five Hundred Dollars ($3,500) annually. Employees participating in the Program at the time this cost figure is reached will be able to complete the course in which they are currently enrolled and be reimbursed according to this Section.

26.14 The Program Administrator, to be determined by the Company, shall carry out the purpose and intent of the CPDP.

26.15 A Union representative will provide assistance and advice to the Company via the appropriate Executive Director - Labor Relations or his or her designee regarding the effectiveness of the Program. Recommendations for additions, amendments, or deletions to the Program shall be submitted to the Program Administrator. Nothing in the Program or its administration shall be subject to the grievance and arbitration procedures as set forth in Article 12, Problem Resolution Procedures.

26.16 The Company will make payments for any courses, testing and/or counseling that begin before the expiration of this Agreement.

Technological Change

26.17 The Union and the Company realize the need for joint discussion and cooperation in resolution of issues related to technological change and change in the business of the Company.

26.18 The Company and the Union recognize the need to discuss major technological changes (including changes in equipment, the design, testing, implementation and evaluation of new technology, organization, or methods of operation) that may or will affect the Company and its employees.

26.19 The Parties, therefore, will attempt to diminish or abolish the detrimental effects of any such technological change by reviewing problems, discussing the application and terms of various contract provisions and Company programs and recommending solutions to problems in this area.

26.20 The Company shall notify the Union at least six (6) months in advance of planned major technological changes, when possible through the Labor Advisory Forum. The Com-

pany shall advise the Union of its plan with respect to the introduction of such changes, and shall familiarize the Union with the progress being made.

Supplemental Income Protection Program

26.21 If during the term of this Agreement, the Company notifies the Union in writing that a force surplus condition may exist as defined in Section: Force Adjustment, below, and said force surplus cannot be eliminated through force rearrangement, the Company shall offer Supplemental Income Protection Program (SIPP) benefits as follows:

(A) Prior to a formal declaration of surplus, SIPP shall be offered to employees, in seniority order, in an anticipated Surplus Work Group, and to the extent necessary to eliminate the anticipated surplus. These employees will have four (4) working days to respond to the offer.

Employees accepting SIPP as outlined above shall be required to remain with the Company until that date determined by management to be the employee's severance date in order for the employee to receive the SIPP payment.

(B) An employee's election to leave the service of the Company and receive Supplemental Income Protection Program benefits may not be revoked.

26.22 If during the term of this Agreement, the Company deems it appropriate, for reasons other than force surplus, Supplemental Income Protection Program benefits may be offered and employees may elect, in order of seniority, to leave the service of the Company and receive such benefits subject to the following conditions:

(A) The Company shall determine the number of employees in such job titles and work locations where the program may be offered.

(B) The number of employees who may make such election shall not exceed the number of employees determined by the Company.

(C) An employee's election to leave the service of the Company and receive Supplemental Income Protection Program benefits must be in writing and transmitted to the Company within thirty (30) days from the date of the Company's offer in order to be effective and it may not be revoked after such thirty (30) day period except as provided in subparagraph (E) below.

(D) Within sixty (60) days of the close of the offer period, the Company will notify employees in writing that their election to leave service and receive Supplemental Income Protection Program benefits has been accepted. When possible, such notice will include an anticipated date that employees will be removed from the Company's payroll.

(E) If employees have been given an anticipated date of removal from the Company's payroll and the Company subsequently notifies employees that the date has been delayed by ninety (90) days or more, such employees shall have the option of revoking their Supplemental Income Protection Program election by notifying the Company in writing within ten (10) days of the Company's notification of delay.

26.23 Supplemental Income Protection Program payments for employees who so elect to leave the service of the Company in accordance with paragraphs 26.21 or 26.22 shall be based on the employee's basic weekly wage rate, prorated for part-time employees, and term of employment at the time of leaving service and shall be computed in accor-

dance with the following schedule:

Term of Employment	Amount of Payment
Less than 6 months	None
6 months but less than one year	1 week pay
1 year but less than 2 years	2 weeks' pay
2 years but less than 3 years	3 " "
3 years but less than 4 years	4 " "
4 years but less than 5 years	5 " "
5 years but less than 6 years	6 " "
6 years but less than 7 years	8 " "
7 years but less than 8 years	10 " "
8 years but less than 9 years	12 " "
9 years but less than 10 years	14 " "
10 years but less than 11 years	16 " "
11 years but less than 12 years	19 " "
12 years but less than 13 years	22 " "
13 years but less than 14 years	25 " "
14 years but less than 15 years	28 " "
	+4 weeks each additional full year

The applicable number of weeks multiplied by the employee's basic weekly wage rate, prorated for part-time employees, shall equal the total amount payable to the employee, but shall in no event exceed Thirty One Thousand Dollars ($31,000).

26.24 Supplemental Income Protection benefits shall, at the employee's option, be paid as follows: (1) One-half of the total amount calculated above shall be paid as a lump sum within sixty (60) days after the employee has left service and the remaining half will be paid in monthly amounts of Six Hundred Dollars ($600.00) beginning within thirty (30) days after the employee has left service and continuing until the total amount has been paid; or (2) The total amount calculated above shall be paid as a lump sum within sixty (60) days after the employee has left service; or (3) the total amount calculated above shall be paid out in twelve (12) equal monthly payments.

26.25 In addition to the Supplemental Income Protection Program payments described above, employees will receive compensation for any vacation days, Excused Work Days and Floating Holidays to which they are eligible at the time of leaving the Company's service.

26.26 In no event shall an employee receiving Supplemental Income Protection Program payments be eligible to receive a termination payment in accordance with the provisions of Section: Termination Payments, following.

26.27 Any employee who has elected to leave the service of the Company and has received Supplemental Income Protection Program payments and who is subsequently employed or reemployed by SBC Midwest or a company directly or indirectly owned by SBC Midwest which participates in the Ameritech Pension Plan (APP) or successors or assigns thereto, will be treated as follows. If the number of weeks from the effective date of leaving service to the date of employment or reemployment is less than the number of weeks pay upon which the total payment was based, exclusive of any payment in lieu of vacation, the amount paid to the employee for the excess number of weeks shall be considered as an advance to the employee by the Company and repayment shall be made through payroll deductions by the employing Company at the rate of fifteen percent (15%) of the employee's basic weekly wage rate until the amount of the excess is repaid.

26.28 No portion of this Section: Supplemental Income Protection Program, shall be subject to arbitration.

Pay Protection

26.29 If employees hired prior to the effective date of this Agreement are assigned, because of workforce adjustments, to vacancies where the rate of pay of the new job title is less than the current rate of pay of the employees' regular job, the employee shall be eligible for Pay Protection. Pay Protection shall mean there will be no change in the employee's rate of pay until the rate of pay in the new job exceeds the employee's rate of pay in their former job.

Reassignment Pay Protection Plan

26.30 If employees hired or rehired on or after the effective date of this Agreement are assigned, because of workforce adjustments, to vacancies where the rate of pay of the new job is less than the current rate of pay of the employee's regular job title, such employees will receive a Reassignment Pay Protection Plan lump sum payment in accordance with the following table:

RPPP PAYOUT TABLE
ASSIGNMENT TO LOWER WAGE RATE

Weekly Difference		Years Of Net Credited Service <10	10<15	15<25	25+
$ 0.50	$ 4.50	$ 70	$ 140	$ 580	$ 690
5.00	9.50	90	320	1,230	1,480
10.00	14.50	130	460	1,870	2,260
15.00	19.50	200	640	2,520	3,020
20.00	24.50	220	790	3,160	3,800
25.00	29.50	270	960	3,810	4,580
30.00	34.50	320	1,110	4,460	5,360
35.00	39.50	360	1,280	5,100	6,130
40.00	44.50	410	1,430	5,750	6,910
45.00	49.50	450	1,610	6,390	7,690
50.00	54.50	490	1,750	7,050	8,450
55.00	59.50	550	1,930	7,700	9,240
60.00	64.50	580	2,080	8,340	10,020
65.00	69.50	640	2,260	8,990	10,780
70.00	74.50	670	2,400	9,630	11,560
75.00	79.50	720	2,570	10,280	12,340
80.00	84.50	770	2,730	10,930	13,130
85.00	89.50	820	2,900	11,570	13,890
90.00	94.50	850	3,050	12,220	14,670
95.00	99.50	900	3,220	12,860	15,450
100.00	104.50	950	3,370	13,510	16,210
105.00	109.50	1,000	3,550	14,160	17,000
110.00	114.50	1,040	3,700	14,810	17,780
115.00	119.50	1,080	3,870	15,460	18,550
120.00	124.50	1,120	4,020	16,100	19,320
125.00	129.50	1,180	4,190	16,750	20,100
130.00	134.50	1,220	4,350	17,400	20,880
135.00	139.50	1,270	4,520	18,040	21,660
140.00	144.50	1,300	4,660	18,690	22,430
145.00	149.50	1,370	4,840	19,330	23,210
150.00	154.50	1,400	4,990	19,980	23,980
155.00	159.50	1,450	5,170	20,630	24,760
160.00	164.50	1,490	5,310	21,270	25,540
165.00	169.50	1,530	5,490	21,920	26,310
170.00	174.50	1,590	5,640	22,560	27,090
175.00	179.50	1,630	5,810	23,220	27,860
180.00	184.50	1,660	5,960	23,870	28,640
185.00	189.50	1,720	6,130	24,510	29,420
190.00	194.50	1,750	6,280	25,160	30,190
195.00	199.50	1,820	6,460	25,800	30,960
200.00	204.50	1,850	6,600	26,450	31,740
205.00	209.50	1,910	6,780	27,100	32,530
210.00	214.50	1,940	6,930	27,740	33,300
215.00	219.50	1,980	7,110	28,390	34,070
220.00	224.50	2,040	7,260	29,030	34,850
225.00+		2,080	7,420	29,680	35,620

In those cases where the total lump sum payment the employee is to receive exceeds Five Thousand Dollars ($5,000), an initial lump sum payment of Five Thousand Dollars ($5,000) shall be made after the employee reports to the new position. Subsequent lump sum payments of Five Thousand Dollars ($5,000) (or a portion thereof) shall continue to be made at six (6) month intervals until the total amount is paid to the employee, provided the following conditions are met:

- The employee has a valid Surplus Transfer Request on file for transfer to a position lateral to their former title;
- The employee has not rejected a job offer for a position lateral to their former title; and
- The employee has not returned to a position lateral to their former title

Any former surplus employee eligible for payment under the Reassignment Pay Protection Plan shall receive priority consideration after regular surplus employees for such vacancies identified on the employee's Surplus Transfer Request for the period of time he/she is covered by the Reassignment Pay Protection Plan.

26.31 Employees treated in accordance with the Pay Protection Plan provisions of the February 1, 2001 through April 3, 2004 Collective Bargaining Agreement between the Union and the Company, shall continue to be treated in accordance with such provisions until the employees' Pay Protection Plan benefits terminate.

Relocation

26.32 A regular employee transferring at Company request to a new Report Location which is thirty-five (35) or more road miles by the most direct route farther from their residence than was the old Report Location, shall be eligible for treatment under the Relocation Plan.

26.33 A regular employee who is required to relocate their residence as a result of a permanent transfer initiated by the Company shall receive, per household, a single lump sum payment for relocation expenses.

This payment, which shall be Sixteen Thousand Dollars ($16,000) for an employee owning their principal residence or paying a mortgage on their principal residence or Eight Thousand Dollars ($8,000) for an employee renting their principal residence, shall be paid upon acceptance of the transfer by the employee. Local, State, Federal, and FICA taxes on the payment shall be withheld. The payment must be returned to the Company if the employee does not both report to the new Report Location as assigned and relocate his or her residence within one (1) year of the transfer effective date unless an extension has specifically been authorized by the Company. An employee who receives moving expense allowances as specified in this Article except those retiring with a service pension as defined in the APP, or successors or assigns thereto, will repay all benefits received within thirty (30) days, if the employee voluntarily terminates employment with the Company within two years from the effective date of the transfer. An employee who terminates employment with the Company under the provisions of a SIPP offer is excluded from the payback provisions of this Article. No receipts or other proof of expenses shall be required; however, an agreement must be signed by the employee, agreeing to the above mentioned conditions.

26.34 A maximum of six (6) paid scheduled days off, which may be taken in conjunction with a weekend or with vacation days, shall be given for house hunting or moving.

SAMPLE

PAYBACK POLICY AGREEMENT

In consideration for certain relocation assistance benefits being extended to me by SBC Midwest (herein "The Company") as a result of my having accepted the position of _____located at _____, I hereby agree to repay to the Company any and all relocation assistance benefits paid to me by the Company if one of the following stated cases occur. I will repay these benefits if I fail to relocate my residence within one (1) year of the effective transfer date or if I voluntarily terminate my employment with the Company within two (2) years from the effective date of the transfer, except where I retire with a service pension as defined in the APP, or successors or assigns thereto.

I further agree that said repayment will be made by me within 30 days of said voluntary termination of my employment with the Company.

Signature: _____ Witness: _____

Date: _____ Date: _____

Signed and Sealed this _____ day of _____ , 20 _____ .

Notary Public:

For the County of _____, State of _____ .

Force Adjustment

26.35 The Company shall decide the necessity for and shall determine the extent of any force adjustment. Changes in employee job titles in the normal course of operations of the business, either at the employee's request or as a manager-initiated action, shall not constitute a force adjustment. There shall be no layoff of regular full-time employees if there are any outside contractors performing the same work, in the same work group, at the same work location, as performed by the Surplus Employee Group.

26.36 Definitions:

These definitions shall apply for purposes of force adjustment only.

(A) Lateral Transfer - A lateral transfer is a change to another place of reporting with the same job title or to another job title, for which the maximum basic rate of pay is within or equal to plus Twenty-Five Dollars ($25) or minus Ten Dollars ($10) of the established maximum basic rate of pay for the employee's prior job title.

(B) Downgrade - A downgrade is a change to a job title with an established maximum basic rate of pay which is more than Ten Dollars ($10) lower than the employee's prior job title.

(C) Surplus Employee Group - A Surplus Employee Group, as determined by the Company, is the group in which the surplus exists.

(D) Hometown Job Area (HJA) - The Hometown Job Area comprises the Exchange in which the Surplus Employee Group is located and those contiguous Exchanges within the same state. (An Exchange is the territory designated for exchange telephone service for a city or town and its environs. These are set forth in *Attachment* 1 to this Article.)

(E) Expanded Hometown Job Area (EHJA) - An Expanded Hometown Job Area comprises the Hometown Job Area and those Exchanges contiguous to the Hometown Job Area within the same state.

(F) Surplus Transfer Request - A Surplus Transfer Request is a transfer request that affords a surplus employee the opportunity to receive consideration for any available non-management position at any location within the Company and priority consideration for any lateral or downgrade placement. In addition, a surplus employee shall have priority consideration for available non-management upgrade positions in the EHJA if the surplus employee has qualifications for the job that are substantially equal to those of other candidates and has self-nominated for the position through the Non-management Staffing Plan.

(G) Voluntary Supplemental Income Protection Program (SIPP) Candidate Request - Any regular full-time, non-surplus employee who has met time-on-title requirements may express interest in receiving SIPP by submitting a Voluntary SIPP Candidate Request. Such a candidate shall have two (2) business days following a Voluntary SIPP Payment offer by the Company to confirm acceptance of the offer. Failure to confirm acceptance within this time frame shall result in the Request being canceled. In such a case, a new Request may not be submitted for thirty (30) calendar days following the cancellation of the prior Request. A former surplus employee who has been placed in an upgrade position vacated by the acceptance of a Voluntary SIPP Payment by a Voluntary SIPP Candidate must reestablish time-on-title prior to submitting a Voluntary SIPP Candidate Request.

(H) Transitional Leave of Absence (TLA) – The Transitional Leave of Absence is a leave that may be offered to eligible surplus employees as business needs dictate in order to eliminate a surplus condition. The TLA only applies to surplus employees who, as of their force disposition date, are within twenty-four (24) months of *achieving eligibility under the APP or successors or assigns thereto and who have* not declined a lateral job offer in the HJA. A TLA may be offered no earlier than twenty-eight (28) calendar days following the surplus notification.

26.37 When the Company determines that a force surplus exists, it shall, prior to notifying the affected employees, advise the Union in writing with respect to the employee group(s) involved, job title(s) and approximate number of employees affected, the location(s) or

geographical area(s), and the anticipated force disposition date. Notification to the affected employees shall be made as soon as practicable, but no later than ninety (90) calendar days prior to the anticipated force disposition date. No affected employee shall be involuntarily terminated prior to ninety (90) calendar days following such notification. Any employee who elects not to accept a job in the Hometown Job Area which does not result in a downgrade shall be considered to have resigned from the Company and will not be paid a termination payment.

Surplus orientation meetings shall be held with affected employees as soon as practicable. During these meetings the procedures and due dates described in this Section shall be explained.

26.38 The Company shall first attempt to reduce or eliminate the surplus within the Surplus Employee Group by offering lateral transfers by order of seniority, offering downgrades by order of seniority and involuntarily moving employees by inverse order of seniority to lateral positions within the employee group within the HJA.

26.39 An affected employee shall notify the Company of their acceptance of any "follow-the-work" job offer, where applicable, within thirty (30) calendar days following the affected employee's surplus notification or by such later date as is determined by the Company. Failure to so notify the Company by the deadline date shall constitute rejection of the offer.

Whenever a surplus situation exists which requires that employees within the Surplus Employee Group have the opportunity to "follow the work" to another employee group, the employees from both employee groups shall be considered on a "pooled seniority basis" to fill available jobs within the then consolidated employee group.

26.40 In the event that a surplus remains following the application of paragraph 26.21(A), preceding, the Company shall canvass non-surplus employees who have filed Voluntary SIPP Candidate Requests for confirmation that they are willing to accept Voluntary SIPP Payments under Section: Supplemental Income Protection Program, above, and voluntarily terminate from the Company.

(A) Voluntary SIPP Payments shall be offered to non-surplus Voluntary SIPP Candidates beginning no earlier than thirty-two (32) calendar days following the affected employees' surplus notification. Such a Candidate will have two (2) working days following a Voluntary SIPP Payment offer to confirm acceptance of the offer.

(B) The canvassing of Voluntary SIPP Candidates and the placement of qualified surplus employees in the vacancies thus created, shall be in seniority order and in the following order of consideration:

(1) The same job title in the HJA;

(2) The same job title in the EHJA (if the employee has expressed an interest in the position on the Surplus Transfer Request);

(3) A lateral position in the HJA;

(4) A lateral position in the EHJA (if the employee has expressed an interest in the position on the Surplus Transfer Request);

(5) A downgrade in the HJA;

(6) A downgrade in the EHJA (if the employee has expressed an interest in the position on the Surplus Transfer Request).

(7) The same job title, a lateral position or a downgrade (in that order) in up to four (4) exchanges outside the EHJA as specified by the surplus employee on the Surplus Transfer Request.

(C) If a surplus employee refuses a job offer under paragraph 26.40, (B) no further job offers for that job title and location shall be made to the employee.

(D) Any surplus employee who does not receive a job offer as outlined above may elect to replace the most senior Voluntary SIPP Candidate (for whose job the surplus employee is qualified) who has confirmed interest in accepting the Voluntary SIPP Payment and who holds the same job title as the surplus employee within the state.

(E) Any remaining surplus employee who does not receive a job offer as outlined in paragraph (D) may elect to replace the most senior Voluntary SIPP Candidate (for whose job the surplus employee is qualified) who has confirmed interest in accepting the Voluntary SIPP Payment within the state.

26.41 Any surplus employee who has filed a Surplus Transfer Request within the requisite time frame, but has not received a job offer prior to the Force Disposition Date, and for whom no Voluntary SIPP Candidates were identified in accordance with Article 26.40 (A) and (B) above, shall be entitled, by order of seniority, to displace the least senior *employee with their same job title, in their same Market Business Unit or in their same* operating division of the Network organization, within the Hometown Job Area, provided the senior employee meets the basic qualifications of the job. [The displaced junior employee shall be subject to layoff fourteen (14) calendar days following notification of displacement.]

26.42 *If a surplus remains after application of paragraph 26.40, preceding, any remaining* surplus employees within the Surplus Employee Group may, upon election:

(A) Displace, if such displacement can be achieved with limited or no training, the least-senior occasional, temporary or regular limited term employee within the EHJA. A surplus employee who displaces an occasional, temporary or regular limited term employee shall assume that employee's work completion date and the surplus employee's force disposition date shall be extended to coincide with the completion date. The employee shall also retain surplus status and job title up to the date of the extended force disposition date.

(B) Be allowed to fill an available, open requisition which has been submitted under the classification of regular limited term which requires more than little or no training for which the surplus employee is qualified. A surplus employee who accepts such a position will assume the work completion date established for the regular limited term position and will no longer be considered surplus for the purpose of priority placement consideration, although other provisions of Article 26 will apply. In addition, after accepting this regular limited term position, the surplus employee may not participate in the Non-management Staffing Plan unless approved by the Company. Should the position be reclassified as regular full-time, or after twenty-four (24) months on the assignment, the employee would assume non-surplus status. If the employee should be work completed on the work completion date of the regular limited term assignment, the provisions of this article regarding termination pay and *other related issues would apply.*

26.43 At the force disposition date, any remaining surplus employees within the Surplus Employee Group who have not previously accepted SIPP or a job offer, shall be laid off by inverse order of seniority until the surplus is eliminated. Such employees shall receive termination payments in accordance with Section: Termination Payments following.

26.44 Wage treatment for employees who accept or receive jobs pursuant to the Force Adjustment procedures, set forth in this Section, shall be in accordance with the applicable provisions of this Collective Bargaining Agreement.

26.45 The force adjustment procedure herein shall not preclude limited, mutually agreed upon Union-Management modifications with respect to the geographic scope of the HJA and EHJA. ("Union" shall mean the Vice President of District 4, CWA, or other designated representative. "Management" shall mean the Vice President-Labor Relations or other designated representative.) Any such modifications will apply on a one-time basis and will not serve as precedent for other current or future force surplus adjustment procedures.

26.46 Surplus employees who accept a job under paragraph 26.36 (F) and who meet the conditions outlined under Section: Relocation, above, shall receive relocation payments. Those relocated employees and those surplus employees that transfer out of their HJA may utilize the Non-management Staffing Plan to be considered for either a lateral job or a downgrade, for which they are qualified, in their former HJA or EHJA. This opportunity shall remain in effect for two (2) years following the placement necessitating the employee's relocation or transfer and the employee shall, in order of seniority with other employees similarly situated, be given first preference, after surplus for a lateral job or a downgrade. The relocated employee shall not receive reimbursement for relocation expenses back to their former exchange.

Recalls & Reemployment

26.47 If additions to the work force are required in any work group within two (2) years of the last layoff made in such work group under a program of layoffs, the Company shall proceed as follows before hiring new regular employees.

26.48 The Company shall offer reemployment in order of seniority to regular full-time laid off employees, provided that the period of layoff of such former employees does not exceed two (2) years, in the following order:

(A) Former employees who were laid off from the work group.

(B) Former employees whose work location at the time of layoff was less than thirty-five (35) road miles, by the most direct route, from the work location of the work group being added to and who were qualified by experience at the time of layoff to perform the duties of an available job.

(C) Former employees the same as described in (B) above except who were not qualified by experience at the time of layoff to perform the duties of an available job.

(D) Former employees whose work location at the time of layoff was thirty-five (35) road miles or more, by the most direct route, from the work location of the work group being added to and who were qualified by experience at the time of layoff to perform the duties of an available job.

(E) Former employees the same as described in (D) above except who were not qualified by experience at the time of layoff to perform the duties of an available job.

26.49 Former employees under paragraph 26.48 (C) and (E) above who are offered a job and who wish to pursue the job opportunity, must demonstrate qualifications to the satisfaction of the Company which shall be identical to those the Company requires of newly hired employees. Failure to make such demonstration will not result in the former employee being removed from the recall list, but will entitle the Company to consider the next appropriate candidate.

26.50 Former employees must keep the Company informed of the address at which they can be reached. Any offer of reemployment shall be made by registered, return receipt requested mail addressed to the latest address furnished by the former employee. When an offer of employment has been so made, the former employee shall indicate their acceptance within seven (7) work days from receipt of the Company's offer.

26.51 The following actions on the part of a former employee will constitute a forfeiture of reemployment rights and the employee's name will be removed from the recall list:

(A) Failure to notify the Company of their acceptance of an offer of reemployment within seven (7) days;

(B) Failure to report for duty on the date specified after acceptance of the offer of reemployment; or

(C) Refusal of the offer of reemployment within their former EHJA as set forth in Section: Force Adjustment, preceding.

26.52 When a former employee is recalled and assigned to the same, a lateral or a lower rated job title than their job title at the time of layoff, they shall be placed on the new wage schedule at the same monthly step which they were at when laid off.

26.53 Former employees whose new work location is thirty-five (35) or more road miles, by the most direct route, farther from their residence than was their work location at the time of layoff shall be granted a relocation allowance of Four Thousand Dollars ($4,000). However, if the former employee participated in the Training Opportunity Plan (TOP) upon layoff, they will not be eligible for this relocation allowance. If paid, this relocation allowance must be returned to the Company if the former employee does not both report to their new work location and relocate their residence within one (1) year of the date of reemployment unless an extension has been specifically authorized by the Company. This relocation allowance is in lieu of any other payment for relocation expenses and shall be applied against the amount of termination payment to be repaid, if any, under the provisions of paragraph 26.58 of Section: Termination Payments.

Termination Payments

26.54 A termination payment, plus compensation for any vacation days, Excused Work Days and Floating Holidays to which the employee is eligible at the time of leaving the Company's service, shall be paid to a regular employee laid off because of lack of work, or may be paid at the discretion of the Company to an employee whose services are terminated for reasons such as unadaptability or inability to properly perform assigned job duties.

26.55 In no event shall an employee receiving a termination payment be eligible to receive payments in accordance with the provisions of Section: Supplemental Income Protection Program, above. Further, regular employees who are discharged or who resign from the service of the Company shall not be eligible for termination payments except as provided in paragraph 26.54 above.

26.56 The amount of a termination payment shall be based on the employee's basic weekly wage rate, prorated for part-time employees, and term of employment at the time of

leaving service and shall be computed in accordance with the following schedule:

Term of Employment	Amount of Payment
Less than 6 months	None
6 months but less than one year	1 week pay
1 year but less than 2 years	2 weeks' pay
2 years but less than 3 years	3 " "
3 years but less than 4 years	4 " "
4 years but less than 5 years	5 " "
5 years but less than 6 years	6 " "
6 years but less than 7 years	8 " "
7 years but less than 8 years	10 " "
8 years but less than 9 years	12 " "
9 years but less than 10 years	14 " "
10 years but less than 11 years	16 " "
11 years but less than 12 years	19 " "
12 years but less than 13 years	22 " "
13 years but less than 14 years	25 " "
14 years but less than 15 years	28 " "
	+4 weeks each additional full year

The maximum number of weeks payable as termination payments shall in no event exceed eighty-eight (88) weeks of pay.

26.57 Termination payments shall, at the employee's option, be paid as follows: (1) One-half of the total amount calculated above shall be paid as a lump sum within sixty (60) days after the employee has left service and the remaining half will be paid in monthly amounts of Six Hundred Dollars ($600.00) beginning within thirty (30) days after the employee has left service and continuing until the total amount has been paid; or (2) The total amount calculated above shall be paid as a lump sum within sixty (60) days after the employee has left service; or (3) the total amount calculated above shall be paid out in twelve (12) equal monthly payments

26.58 An employee who has left the service of the Company and who has received a termination payment and who is employed or reemployed by any of the companies referred to in paragraph 26.60 will be treated as follows. If the number of weeks from the effective date of leaving service to the date of employment or reemployment is less than the number of weeks' pay upon which the termination payment was based, exclusive of any payment in lieu of vacation, the amount paid to the employee for the excess number of weeks shall be considered as an advance to the employee by the Company and repayment shall be made through authorized payroll deductions at the rate of fifteen percent (15%) of the employee's basic weekly wage rate until the amount of excess is repaid.

26.59 A re-engaged employee who has received a termination payment and who is again laid off will be paid the difference between the computed payment to which he or she is eligible and the net amount of any payment which he or she may have received due to any previous layoff.

26.60 The provisions of this Section do not apply in case of an employee leaving service voluntarily, an employee on a leave of absence, or an employee transferred to any other SBC Midwest Company or a Company directly or indirectly owned by SBC Midwest which participates in the APP, or successors or assigns thereto.

Extended Medical Coverage

26.61 Employees who are not eligible for a service pension and whose employment is terminated as a result of layoff or application of the force adjustment procedures, or who elect to leave the service of the Company pursuant to the provisions of the Supplemental Income Protection Program, shall continue to remain eligible for coverage for up to eighteen (18) months under the Comprehensive Health Care Plan Program or its successor Program, as follows:

(A) An employee whose Net Credited Service is five (5) years or more will be eligible for coverage at Company expense for a period of six (6) months following the month in which employment is terminated. The employee may elect to continue such coverage for an additional twelve (12) months at the employee's expense by paying the monthly premium amount.

(B) An employee whose Net Credited Service is at least one (1) year but less than five (5) years will be eligible for coverage at Company expense for a period of three (3) months following the month in which employment is terminated. The employee may elect to continue such coverage for an additional fifteen (15) months at the employee's expense by paying the monthly premium amount.

(C) An employee with less than one (1) year of Net Credited Service who is eligible for coverage at the time of termination of employment may elect to continue such coverage at the employee's expense for a period of eighteen (18) months following the month in which employment is terminated by paying the monthly premium amount.

Payment of extended medical coverage by the Company, however, shall not extend the period of coverage beyond that required to be provided by the Consolidated Omnibus Budget Reconciliation Act ("COBRA") of 1986.

26.62 The extended medical coverage shall be on the same basis and in the same amount to which the employee was entitled immediately prior to leaving the service of the Company. If during the period of any extended medical coverage, as set forth above, the medical expense coverage is changed for employees who remain on the payroll, the same changes will be applied to persons participating in this extended medical coverage program.

ATTACHMENT 1
ARTICLE 26 - TRAINING & EMPLOYMENT SECURITY, SECTIONS: FORCE ADJUSTMENT- EXCHANGES

ILLINOIS

ALGONQUIN
ALTON
ANTIOCH
ARLINGTON HEIGHTS
ATHENS
AURORA
AVISTON
BARRINGTON
BARTLETT
BATAVIA
BEARDSTOWN
BECKEMEYER
BEECHER
BELLEVILLE
BELLWOOD
BENSENVILLE
BERYWN
BETHALTO
BIG ROCK
BLUE ISLAND
BLUFORD
BRAIDWOOD
BREESE
BRIGHTON
BROOKFIELD
BUFFALO
BURTON
CAIRO
CALUMET CITY
CANTON
CANTRALL
CARLYLE
CARY
CATLIN
CENTRALIA
CHAMPAIGN
CHICAGO
CHICAGO HEIGHTS
CICERO
COAL CITY
COLLINSVILLE
COLUMBUS
CRESCENT CITY
CRETE
CRYSTAL LAKE
DANVILLE
DECATUR
DEERFIELD
DELAVAN
DES PLAINES
DIX
DOWNERS GROVE
DUNDEE
DWIGHT
EAST MOLINE
EAST ST. LOUIS
EDGEMONT
EDGINGTON
EDWARDSVILLE
ELBURN
ELGIN
ELK GROVE
ELMHURST
ELWOOD
EVANSTON
FAIRMOUNT
FARMINGTON
FIATT
FITHIAN
FOREST(COOK CNTY)
FORREST
FOWLER
FOX LAKE
FRANKFORT
FRANKLIN PARK
FREEBURG
GALENA
GARDNER
GENEVA
GEORGETOWN
GERMANTOWN
GIBSON CITY
GILMAN
GLEN CARBON
GLENCOE
GLEN ELLYN
GLENVIEW
GRANITE CITY
GRANT PARK
GRAYS LAKE
GREENVILLE
HALF DAY
HAMPSHIRE
HANNA CITY
HARDING
HARMONY
HARRISTOWN
HARVARD
HARVEY
HERSCHER
HIGHLAND PARK
HINSDALE
HOMEWOOD
HUNTLEY
ILLINOIS CITY
INDIANOLA
IPAVA
ITASCA
IUKA
JOLIET
KANEVILLE
KANKAKEE
KASKASKIA
KELL
KINMUNDY
LAGRANGE
LAKE FOREST
LAKE VILLA
LAKE ZURICH
LANSING
LASALLE
LEBANON
LEMONT
LEWISTOWN
LIBERTY
LIBERTYVILLE
LISBON
LOCKPORT
LOMBARD
MANHATTAN
MANTENO
MARENGO
MARINE
MAYWOOD
MAZON
MCCLURE
MCHENRY
MINOOKA
MOKENA
MOLINE
MOMENCE
MONEE
MORRIS
MOUND CITY
MOUNDS
MT. VERNON
MUNDELEIN
NAPERVILLE
NASHVILLE
NEWARK
NEW ATHENS
NEW LENOX
NORTHBROOK
OAKFORD S
OAK FOREST
OAK LAWN
OAK PARK
OAKWOOD
O'FALLON
OGLESBY
OLIVE BRANCH
ONARGA
ORLAND
OSWEGO
OTTAWA
PALATINE
PALOS PARK
PARK RIDGE
PAYSON
PEORIA
PEOTONE
PETERSBURG
PISTAKEE HIGHLANDS
PLAINFIELD
PLANO
PLATO CENTER
PLATTVILLE
QUINCY
RIDGE FARM
RIVERDALE
RIVER GROVE
RIVERSIDE
RIVERTON
ROCHESTER
ROCKFORD
ROCK ISLAND
ROSELLE
ROUND LAKE
ST. ANNE
ST. CHARLES
ST. JOSEPH
SALEM
SAN JOSE
SENECA
SKOKIE
SOUTH BELOIT
SPRING BAY
SPRINGFIELD
STERLING
UGAR GROVE
SOUTH SUMMIT
TALLULA
TAMMS
THEBES
THORNTON
TINLEY PARK
TRENTON
TRIVOLI
TROY
UNION
UTICA
VANDALIA
VERONA
WARRENVILLE
WATSEKA
WAUCONDA
WAUKEGAN
WEST CHICAGO
WEST DANA
WESTERN SPRINGS
WESTVILLE
WHEATON
WHEELING
WILLOW SPRINGS
WILMETTE
WILMINGTON
WINNETKA
WOOD RIVER
WOODSTOCK
YORKVILLE
ZION

ATTACHMENT 1
ARTICLE 26 - TRAINING & EMPLOYMENT SECURITY, SECTIONS: FORCE ADJUSTMENT-EXCHANGES

INDIANA

ACTON
ALBANY
ALEXANDRIA
AMBOY
ANDERSON
ANDREWS
ATTICA
AUBURN
BEDFORD
BLOOMFIELD
BLOOMINGTON
BLUFFTON
BOONVILLE
BOSWELL
BROWNSBURG
BRUCEVILLE
BUCK CREEK
BUNKER HILL
BURLINGTON
CARMEL
CAYUGA
CEDAR LAKE
CHANDLER
CHARLESTOWN
CHARLOTTESVILLE
CHESTERFIELD
CHRISNEY
CLINTON
COLUMBUS
CONVERSE
COVINGTON
CRAWFORDSVILLE
CROWN POINT
CULVER
CUMBERLAND
DALE
DANA
DANVILLE
DARLINGTON
DUGGER
DYER
EAST CHICAGO
EATON
EDINBURG
ELIZABETHTOWN
ELWOOD
EVANSVILLE
FAIRLAND
FISHERS
FLAT ROCK
FOWLER
FRANKFORT
GALENA
GARY
GASTON
GREENFIELD
GREENTOWN
GREENWOOD
HAMMOND
HARTFORD CITY
HELTONVILLE
HIGHLAND
HOPE
HUNTINGTON
INDIANAPOLIS
JASONVILLE
KENDALLVILLE
KINGMAN
KIRKLIN
KOKOMO
LADOGA
LAGRO
LAKE VILLAGE
LEBANON
LINTON
LOWELL
MANILLA
MARION
MARSHALL
MARTINSVILLE
MCCUTCHANVILLE
MECHANICSBURG
MELLOTT
MERRILLVILLE
MICHIGAN CITY
MICHIGANTOWN
MIDDLETOWN
MONTEZUMA
MONTPELIER
MOORESVILLE
MORGANTOWN
MOROCCO
MT. SUMMIT
MT. VERNON
MUNCIE
NASHVILLE
NEW ALBANY
NEW CASTLE
NEW HARMONY
NEW MARKET
NEW PALESTINE
NEW WASHINGTON
NEWBURGH
NOBLESVILLE
OAKLANDON
OSCEOLA
OTTERBEIN
OXFORD
PARAGON
PERU
PLAINFIELD
ROCKPORT
ROCKVILLE
ROSEDALE
RUSSIAVILLE
ST. JOHN
ST. JOSEPH
ST. PHILIP
SANDRIDGE
SELLERSBURG
SHELBYVILLE
SHERIDAN
SOLITUDE
SOUTH BEND
SPENCER
SPENCERVILLE
STEWART
SUMMITVILLE
TELL CITY
TENNYSON
UPLAND
VEEDERSBURG
VINCENNES
WASHINGTON
WAVELAND
WAYNETOWN
WEST LEBANON
WEST NEWTON
WHITING
YORKTOWN
ZIONSVILLE

ATTACHMENT 1
ARTICLE 26 - TRAINING & EMPLOYMENT SECURITY, SECTIONS: FORCE ADJUSTMENT-EXCHANGES

MICHIGAN

ADA
ALBION
ALGONAC
ALTO
ANN ARBOR
ATHENS
AUBURN
AUBURN HILLS
BAD AXE
BALDWIN
BATTLE CREEK
BAY CITY
BEAVERTON
BELDING
BELLEVILLE
BELLEVUE
BENTON HARBOR
BERGLAND
BERRIEN SPRINGS
BESSEMER
BEULAH
BIG RAPIDS
BIRCH RUN
BIRMINGHAM
BOYNE CITY
BRIGHTON
BUCHANAN
BYRON CENTER
CADILLAC
CALEDONIA
CALUMET
CARLETON
CASNOVIA
CEDAR SPRINGS
CENTERLINE
CHARLEVOIX
CHARLOTTE
CHEBOYGAN
CHELSEA
CLARE
CLARKSTON
CLIO-MT. MORRIS
COLEMAN
COMMERCE
CORAL
CROSWELL
CRYSTAL FALLS
DETROIT
DEXTER
DIMONDALE
DRAYTON PLAINS
DUTTON
EAST TAWAS
EATON RAPIDS
ELK RAPIDS
ESCANABA
EVART
FAIRGROVE
FARMINGTON
FARWELL
FENTON
FLAT ROCK
FLINT
FLUSHING
FOWLERVILLE
FRANKEMUTH
FRANKFORT
FREELAND
FREMONT
FULTON
GALESBURG
GLADSTONE
GLADWIN
GRAND BLANC
GRAND HAVEN
GRAND RAPIDS
GRANT
GREENVILLE
GWINN
HARBOR SPRINGS
HARRISON
HASTINGS
HILLSDALE
HOLLAND
HOLLY
HOLT
HOPKINS
HOUGHTON
HOWELL
HUDSONVILLE
INDIAN RIVER
INTERLOCHEN
IONIA
IRON MOUNTAIN
IRON RIVER
IRONWOOD
ISHPEMING
JACKSON
JAMESTOWN
KALAMAZOO
KALKASKA
LAKE LEELANAU
LAKE LINDEN
LAKE ODESSA
LAKE ORION
LANSING
LAPEER
LESLIE
LIVONIA
LOWELL
LUTHER
MACKINAC ISLAND
MANCELONA
MANISTEE
MANTON
MARINE CITY
MARION
MARNE
MARQUETTE
MARSHALL
MARTIN
MASON
MAYFAIR
MAYVILLE
MENOMINEE
MIDDLEVILLE
MIDLAND
MILAN
MOLINE
MONROE
MORLEY
MT. CLEMENS
NASHVILLE
NEGAUNEE
NEWAYGO
NEWBERRY
NEW BALTIMORE
NEW BOSTON
NEW BUFFALO
NEW HAVEN
NILES
NORTHPORT
NORTHVILLE
NORWAY
ONEKAMA
OSCODA
OTSEGO
OXFORD
PERKINS
PETOSKEY
PINCKNEY
PLAINWELL
PLYMOUTH
PONTIAC
PORT HURON
PORTLAND
REED CITY
REESE
RICHLAND
ROCHESTER
ROCKFORD
ROCKWOOD
ROMEO
ROMULUS
ROSEVILLE
ROYAL OAK
SAGINAW
SAND LAKE
SANDUSKY
SARANAC
SAULT ST. MARIE
SCOTTVILLE
SEBEWAING
SOUTHFIELD
SOUTH LYON
SPARTA
ST. CHARLES
ST. CLAIR
ST. IGNACE
ST. JOSEPH
STANDISH
STEPHENSON
THREE OAKS
TRAVERSE CITY
TRENTON
TROUT LAKE
TROY
UBLY
UTICA
VASSAR
VICKSBURG
WAKEFIELD
WALLED LAKE
WARREN
WASHINGTON
WATERSMEET
WATERVLIET
WAYLAND
WAYNE
WEST BRANCH
WHITE CLOUD
WHITMORE LAKE
WILLIS
WYANDOTTE
YPSILANTI
ZEELAND

ATTACHMENT 1
ARTICLE 26 - TRAINING & EMPLOYMENT SECURITY, SECTIONS: FORCE ADJUSTMENT-EXCHANGES

OHIO

ABERDEEN
AKRON
ALLIANCE
ALTON
ARABIA
ATWATER
BARNESVILLE
BEALLSVILLE
BEAVERCREEK
BEDFORD
BELFAST
BELLAIRE
BELLBROOK
BELLSVILLE
BEREA
BETHESDA
BLOOMINGBURG
BLOOMINGVILLE
BOWERSVILLE
BRECKSVILLE
BURTON
CANAL FULTON
CANAL WINCHESTER
CANFIELD
CANTON
CARROLL
CASTALIA
CEDARVILLE
CENTERVILLE
CHAGRIN FALLS
CHESIRE
CHESTERLAND
CHRISTIANSBURG
CLARINGTON
CLEVELAND
COLUMBIANA
COLUMBUS
CONESVILLE
CORNING
COSHOCTON
DALTON
DANVILLE
DAYTON
DONNELSVILLE
DRESDON
DUBLIN
DUFFY
EAST LIVERPOOL
EAST PALESTINE
ENON
FAIRBORN
FINDLAY
FLETCHER-LENA
FOSTORIA
FRANKLIN
FREMONT
FULTONHAM
GAHANNA
GALLIPOLIS
GATES MILLS
GIRAD
GLENFORD
GNADENHUTTEN
GRAYSVILLE
GREENSBURG
GROVE CITY
GROVEPORT
GUYAN
HARRISBURG
HARTVILLE
HILLCREST
HILLIARD
HILLSBORO
HOLLAND
HUBBARD
INDENPENDENCE
IRONTON
JAMESTOWN
JEFFERSONVILLE
KENT
KIRTLAND
LANCASTER
LEETONIA
LEROY
LEWISVILLE
LINDSEY
LISBON
LOCKBOURNE
LONDON
LOUISVILLE
LOWELLVILLE
MAGNOLIA-WAYNESBURG
MANCHESTER
MANTUA
MARIETTA
MARLBORO
MARSHALL
MARTINS FERRY-BRIDGEPORT
MASSILLON
MAUMEE
MEDWAY
MENTOR
MIAMISBURG-W. CARROLLTON
MIDDLETOWN
MILLEDGEVILLE
MINGO JUNCTION
MOGADORE
MONROE
MONTROSE
MURRAY CITY
NAVARRE
NELSONVILLE
NEW ALBANY
NEW CARLISLE
NEW HOLLAND
NEW LEXINGTON
NEW MATAMORA
NEW RIEGEL
NEW WATERFORD
NEWCOMERSTOWN
NEWPORT
NILES
NORTH CANTON
NORTH HAMPTON
NORTH JACKSON
NORTH LIMA
NORTH ROYALTON
NORWICH
OLMSTED FALLS
PAINESVILLE
PHILO
PERRYSBURG
PIQUA
PITCHIN
RAINSBORO
RAVENNA
REYNOLDSBURG
RIO GRANDE
RIPLEY
ROGERS
ROSEVILLE
ROOTSTOWN
RUSHVILLE
SALEM
SALINEVILLE
SANDUSKY
SEBRING
SEDALIA
SHAWNEE
SOMERSET
SOMERTON
SOUTH CHARLESTON
SOUTH SOLON
SOUTH VIENNA
SPRING VALLEY
SPRINGFIELD
ST. CLAIRSVILLE
STEUBENVILLE
STRONGSVILLE
SUGAR GROVE
SUGAR TREE RIDGE
TERRACE
THORNVILLE
TIFFIN
TOLEDO
TORONTO
TREMONT CITY
TRENTON
TRINITY
UHRICHSVILLE
UNIONTOWN
UPPER SANDUSKY
VANDALIA
VICTORY
VINTON
WALNUT
WASHINGTON COURT HOUSE
WELLSVILLE
WEST LAFAYETTE
WEST JEFFERSON
WESTERVILLE
WHITEHOUSE
WICKLIFFE
WILLOUGHBY
WINCHESTER
WOODSFIELD
WORTHINGTON
XENI
YELLOW SPRINGS-CLIFTON
YOUNGSTOWN
ZANESVILLE

ATTACHMENT 1
ARTICLE 26 - TRAINING & EMPLOYMENT SECURITY, SECTIONS: FORCE ADJUSTMENT-EXCHANGES

WISCONSIN

ALGOMA
APPLETON
ASHLAND
BARABOO
BAYFIELD
BEAVER DAM
BELOIT
BERLIN
BIG BEND
BURLINGTON
BURNETT
CALEDONIA
CEDARBURG
CHIPPEWA FALLS
COLUMBUS
CORNELL
DELAVAN
DE PERE
EAU CLAIRE
ELLSWORTH
EVANSVILLE
FOND DU LAC
FORT ATKINSON
GENOA CITY
GREEN BAY
GREEN LAKE
HARTFORD
HARTLAND
HORICON
HORTONVILLE
HOULTON
HUBERTUS
HUDSON
HURLEY
JACKSON
JANESVILLE
JEFFERSON
JUNEAU
KAUKAUNA
KENOSHA
KEWAUNEE
LADYSMITH
LAKE GENEVA
LITTLE CHUTE
MADISON
MANITOWOC
MARINETTE
MAYVILLE
MAZOMANIE
MENOMONEE FALLS
MENOMONIE
MERTON
MILWAUKEE
MUSKEGO
NEENAH-MENASHA
NEWBURG
NEW LONDON
NORTH FREEDOM
NORTH LAKE
OCONOMOWOC
OCONTO
OCONTO FALLS
OMRO
OSHKOSH
PARKSIDE
PESHTIGO
PEWAUKEE
PORT WASHINGTON
PRINCETON
RACINE
REDGRANITE
RICHMOND
RIVER FALLS
ROBERTS
SHEBOYGAN
SHEBOYGAN FALLS
SOMERS
STANLEY
STEVENS POINT
STOUGHTON
STURGEON BAY
SUPERIOR
SUSSEX
THIENSVILLE
UNION GROVE
VAN DYNE
WASHBURN
WATERTOWN
WAUKESHA
WAUPACA
WAUPUN
WEST BEND
WHITEWATER
WILLIAMS BAY
WINNECONNE
WRIGHTSTOWN

ARTICLE 27

OPERATOR SERVICES

Introduction

This Article shall apply only to the following job titles in Operator Services:

Operator
Operator Services Assistant
Operator Services Clerk
Service Assistant
Communications Assistant
Technical Associate

Sections not addressed in this Article shall be governed by the provisions of the Parties' Collective Bargaining Agreement.

Definitions

TOUR: Collectively, the daily shifts determined by the Company, to be worked in a calendar week. Normally, a tour consists of five (5) full shifts totaling not more than thirty-seven and one half (37½) hours.

SHIFT: Hours, normally not more than seven and one-half (7½), determined by the Company constituting a regular day's work. Necessary shifts may be scheduled over any twenty-four (24) hour period.

SESSION: The continuous period of time, not exceeding five (5) hours in length and not interrupted by a meal period, which an employee is assigned to work on any day. A session may, however, include a relief break. Each shift shall have two (2) sessions.

SPLIT SHIFT: A shift in which two (2) sessions are separated by at least three (3) hours.

TYPE OF SHIFT:

	Beginning Not Earlier Than	Ending Not Later Than	Hours of Work
Morning - Afternoon	6:00 A.M.	7:29 P.M.	7.5
Afternoon - Evening	11:30 A.M.	9:29 P.M.	7.5
	2:00 P.M.	10:29 P.M.	7.0
Morning - Evening	7:00 A.M.	9:29 P.M.	7.5
	8:30 A.M.	10:29 P.M.	7.0
Evening	4:30 P.M.	3:00 A.M.	6.0
Night	10:00 P.M.	7:00 A.M.	7.0

OVERTIME:

(A) Hours worked in excess of a full shift in a day excluding hours paid at the premium rate.

(B) Hours worked as non-scheduled Sunday shifts.

(C) Call outs, except for call outs on a Recognized Holiday.

(D) Hours worked in excess of a full tour in a week excluding (A), (B) and (C) above.

Scheduling

27.01 Insofar as service requirements and the conditions of the business permit, selection of schedules for shifts shall normally be by seniority. The responsibility for determining the requirements and conditions rests solely with the Company. No provision of this Agreement will constitute a guarantee as to the minimum or maximum number of hours of work per week which may be required on the part of any employee.

27.02 Weekly schedules will be prepared by the Company and will show the employee's tour, shifts, non-scheduled days, lunch periods and breaks. Not later than 3:00 p.m. on Thursday of each week, schedules for the next calendar week shall be posted or otherwise made available to show the assignments for each employee during the following week.

27.03 Assignments will be adhered to unless the Company determines that service requirements and business conditions dictate otherwise. When the starting or ending time of an assigned shift (with the exception of the Sunday following the posted schedule) is changed on an assigned day after 3:00 p.m. Thursday of the preceding week by the Company, the employee whose shift has been changed shall be paid at one and one-half (1 ½) times their basic hourly wage rate for all hours worked outside of the hours of the originally assigned shift on that day. Such payment will not be paid in the cases of emergency (including events of national or local importance, fire, explosion, or other catastrophe, civil strife, severe weather conditions, or any other occurrence which restricts the Company in meeting service demands).

27.04 The Company may agree to schedule changes requested by employees and approved by the immediate Supervisor provided such changes do not violate any other provisions of this Section. When schedules are changed by mutual consent of the employees involved with the approval of the immediate Supervisor, the original scheduled time shall be considered canceled and the newly assigned time shall become the scheduled time. In such cases, the provisions of Paragraph 27.03 shall not apply.

27.05 At least ten (10) hours must elapse between the end of a scheduled shift and the start of the next scheduled or rescheduled shift unless waived by the employee.

Lunch Periods & Breaks

27.06 A shift shall include break(s) and exclude lunch.

27.07 A lunch period, not to exceed one (1) hour, will be granted to employees.

27.08 The normal lunch period for full-time employees shall be non-paid between one-half (1/2) hour and one (1) hour in duration and shall be taken between the third (3rd) and sixth (6th) hour of a shift, as scheduled by the Company.

27.09 All full-time employees shall be assigned a fifteen (15) minute break during each session of their assigned shift. Such breaks shall be assigned no earlier than one (1) and one half (1 ½) hours after the start of a session nor later than one (1) hour before the end of a session. In the case of full-time employees assigned to six (6) hour shifts, two (2) consecutive breaks shall be assigned as near to the middle of the shift as feasible.

Shift Differential

27.10 Full-time employees will be paid a shift differential for evening and night work in accordance with the following schedule:

Type of Shift	Weekly Shift Differential
Afternoon-Evening and Morning-Evening Shifts Ending Between	
7:30 P.M. and 8:29 P.M.	$ 5.00
8:30 P.M. and 9:29 P.M.	8.00
9:30 P.M. and 10:29 P.M.	11.00
Evening Shifts Ending Between	
10:30 P.M. and 11:00 P.M.	5.00
11:01 P.M. and Later	5.50
Night	18.00

27.11 Full-time employees who are excused without pay for one (1) hour or less immediately preceding the ending time of a scheduled shift shall be paid the shift differential applicable to the shift scheduled. Full-time employees who are excused without pay for more than one (1) hour immediately preceding the ending time of a scheduled shift shall be paid the shift differential applicable to the ending time of the time worked.

27.12 Full-time employees normally working a type of shift set forth in paragraph 27.10 will be paid a shift differential for scheduled time not worked, only in the following instances and under the following conditions:

- Illness (Paid)
- Death In Family (Paid)
- Jury or Other Court Duty (Paid), however, if such absence continues into a second calendar week, the Company may reschedule the employee to a day shift
- Severe Weather, if employee reports to work
- Vacations, if shift differential has been received by the employee for one (1) week or more immediately prior to the beginning of the vacation period
- Recognized Holidays
- Excused Work Days (Paid)
- Joint Meetings with the Company including Joint Union – Company Committee Meetings, Grievance Meetings and Union – Management Review Board Meetings

27.13 A shift differential shall not be paid for any Morning - Afternoon shift that extends beyond the normal shift ending time due to an employee working overtime.

Split Shift Differential

27.14 Any full-time employee who works any part of both sessions of a split shift shall be paid a split shift differential of Four Dollars ($4.00) per day.

Payment for Sunday, December 25

27.15 When December 25 falls on a Sunday, employees who work shall be paid two and one-half (2 ½) times the basic hourly wage rate for all hours worked. These payments are in lieu of Sunday premium payments set forth in Article 17, Scheduling and Payment for Time Worked, Section: Overtime & Premium Pay.

New Year's Eve Premium Payments

27.16 A New Year's Eve premium payment at the rate of two (2) times the basic hourly wage rate including applicable differentials shall be paid to employees for hours worked between 7:00 p.m. on December 31 and 7:00 a.m. on January 1 not including, however, employees working on shifts starting at or after 6:00 a.m. on January 1.

27.17 Such New Year's Eve premium payment shall be in addition to any other overtime or

premium payments, subject to the provisions of Article 17, Scheduling and Payment for Time Worked, Section: Overtime & Premium Pay of the Parties' Collective Bargaining Agreement.

ARTICLE 28

SAFETY

28.01 A safe environment and efficient work operations are of mutual concern to the Company and the Union. The parties mutually recognize the need for a work environment where all phases of the work can be achieved safely, as well as the need to promote better understanding and acceptance of safety principles by all employees, thereby ensuring not only their own safety but that of fellow employees, customers, and the general public.

ARTICLE 29

TERMINATION AND VALIDITY OF AGREEMENT

29.01 This Agreement shall become effective as of 12:00 a.m., Central Standard Time, on April 4, 2004 and shall remain in effect until 11:59 p.m., Central Standard Time, on April 4, 2009.

29.02 No later than sixty (60) days prior to the expiration date of this Agreement, either Party may serve upon the other, a written notice of its desire to negotiate changes in this Agreement or to terminate this Agreement. No bargaining with respect to a new Agreement shall commence earlier than sixty (60) days prior to the expiration date of this Agreement.

29.03 Nothing in this Article shall be construed to prevent the Parties from making any changes in this Agreement which are mutually agreeable to the Parties at any time during the tenure of this Agreement.

29.04 All contracts and agreements, except current local agreements, currently in force between the Union and the Company, Illinois Bell Telephone Company, Indiana Bell Telephone Company, Incorporated, The Ohio Bell Telephone Company, Wisconsin Bell, Inc., Michigan Bell Telephone Company, Ameritech Services, Inc., Ameritech Advanced Data Services of Illinois, Inc., Ameritech Advanced Data Services of Indiana, Inc., Ameritech Advanced Data Services of Michigan, Inc., Ameritech Advanced Data Services of Ohio, Inc., Ameritech Advanced Data Services of Wisconsin, Inc.,or any former Bell System Company which relate to union-represented Company employees, they are hereby superseded and replaced in their entirety by this Agreement. All current local agreements which are in violation of the terms of this Agreement will become null and void on the effective date of this Agreement, unless a later termination date is mutually agreed upon with respect to such a local agreement(s).

29.05 If any provision of this Agreement is invalid because it is contrary to any law, the remaining provisions shall not be affected.

IN WITNESS WHEREOF, the Parties have caused this Agreement to be executed in triplicate by their representatives, all on the day and year first above written.

AGREED:
FOR THE UNION:

Larry M. Handley
CWA International Representative

Kristie Darling
CWA International Representative

John Jay Egan
President Local 4034

Ronald D. Honse
President Local 4319

Deborah D. McKenney
President Local 4107

Edwin D. Phillips
President Local 4340

Elizabeth Van Der Woude
Executive Vice-President Local 4250

George R. Walls
President Local 4603

Larry D. Woods
President Local 4900

FOR THE COMPANY:

Ronald H. Wells
Vice President - Labor Relations

2004 Bargaining Committee Members
Michael J. Zyck
Fred J. Eder
William J. Helwig
Minnie L. Linares
Patricia A. Peterson
Kimberly A. Svec

AGREED:

Jeffrey Rechenbach
Vice President – District 4

APPROVED:

Morton Bahr
President – CWA

April 4, 2004
Date

APPENDIX A

MEMORANDUM OF AGREEMENT

MOTOR VEHICLE USAGE PROGRAM

This Memorandum of Agreement covers the agreement reached between the Company and the Union regarding "Motor Vehicle Usage" (Home Garaging).

Unless mutually agreed otherwise, the Motor Vehicle Usage Plan in the State of Wisconsin and all other similar existing local Motor Vehicle Usage agreements will continue for the life of the 2004 Collective Bargaining Agreement. By further mutual agreement of the Parties, new local agreements will be discussed and negotiated. Such discussions and negotiations will involve local management, the Local Union and the International Union.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative

April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations

April 4, 2004
Date

MEMORANDUM OF AGREEMENT

TRAINING OPPORTUNITY PLAN

This Memorandum of Agreement covers understandings reached by the Union and the Company regarding the Training Opportunity Plan hereafter referred to as "TOP" as follows:

1. **Eligibility**: - A regular employee who, after the effective date of this Agreement, is declared surplus pursuant to Article 26, Training and Employment Security, Section: Force Adjustment, and who has not been offered any position in their Hometown Job Area (HJA), or in an exchange as specified in paragraph 26.40 (B) (7) (the Expanded Voluntary SIPP option) prior to the Force Disposition Date may participate in TOP after layoff, if previously elected by the employee.

2. **Participation**: - No later than five (5) days prior to the Force Disposition Date, an eligible employee may elect participation in TOP.

   - An employee who elects to participate in the Training Opportunity Plan (TOP) cannot participate in the Employment Security Commitment (ESC).
   - The TOP participant must maintain a Surplus Transfer Request (STR) on file indicating the employee's preference on laterals, downgrades and upgrades in their HJA and EHJA for purposes of placement consideration as further defined below in paragraph 5, Reemployment While in TOP Status. The TOP participant to whom a job offer has been made has one (1) working day to accept the offer, after which it will be considered rejected.

3. **Income Continuation**: - A TOP participant will receive their termination payments in income continuation installments equal to their basic weekly wage rate (less appropriate taxes) at the time of layoff. Income continuation installments will continue until whichever of the following occurs first:

   - The TOP participant refuses a lateral or upgrade job offer in their HJA. Termination payments will stop immediately and the balance will not be paid to the TOP participant.
   - The TOP participant refuses a downgrade job offer in the HJA, a job offer in the EHJA or a job offer outside the EHJA and receives the balance of their termination payments.
   - The TOP participant obtains other full-time or part-time employment as defined by the Company with a non-SBC Midwest Company and receives the balance of their termination payments.
   - The TOP participant's termination payments are exhausted.
   - The TOP participant fills a regular full-time job vacancy in another SBC Midwest Company. Termination payments will stop immediately and the balance will not be paid to the TOP participant.
   - The TOP participant fills a job vacancy with the Company in accordance with contractual reemployment rights. A TOP participant may be selected for recall from layoff to fill an available job opening for a job never held by the TOP participant utilizing a "most qualified" over basic qualified selection process, irrespective of the recall from layoff provisions as set forth in the Parties' Collective Bargaining Agreement.
   - The TOP participant elects to voluntarily terminate participation in TOP and receives the balance of the termination payments.

4. **Duration of Participation:** - In no event may an individual remain in TOP for more than one (1) year from the initial date of layoff. At the end of that year, the balance of a TOP participant's termination payment, if any, will be paid to the participant as a lump sum. However, the TOP participant will be reimbursed to a maximum of Four Thousand Dollars ($4,000) for approved actual expenses incurred for training/retraining for up to two (2) years from date of layoff. (See "Reimbursement Feature" following.)

5. **Reemployment While In TOP Status:** - Although laid off, a TOP participant will receive the same priority consideration as that afforded a surplus employee described in Article 26, Training and Employment Security, Section: Force Adjustment, paragraph 26.36 (F) for positions only in their HJA and EHJA. The Non-Management Staffing Plan will not be available to TOP participants. Once the participant's termination payments are exhausted or at the end of one (1) year (whichever occurs first), reemployment rights under the provisions of Article 26, Training and Employment Security, Section: Recalls & Reemployment will continue to apply for the duration of the two (2) year Recall & Reemployment period.

   - The Company will retain the undistributed balance of termination payments in the event of reemployment.

   - A TOP participant who is reemployed with the Company or any other SBC Midwest Company and who is again laid off will be paid the difference between the termination payment at the time of layoff and the amount of termination payment previously received while in TOP. Said employee is not eligible to enroll again in TOP.

6. **Benefit Continuation:** - A laid off employee who elects TOP participation becomes eligible for a maximum of one (1) year of Company-paid benefits from the beginning date of TOP participation as provided herein:

   - Ameritech Comprehensive Health Care Plan coverage; Ameritech Dental Expense Plan coverage; Ameritech Vision Care Plan coverage; and Basic Group Life Insurance coverage.

   - Ameritech Comprehensive Health Care Plan benefits provided under TOP shall run concurrently with the extended medical coverage to which the TOP participant may be entitled under the Parties' Collective Bargaining Agreement and shall not extend the period of coverage beyond that required to be provided by the Consolidated Omnibus Budget Reconciliation Act ("COBRA") of 1986.

Such benefits will continue until whichever of the following occurs first:

   - Termination payments are exhausted.

   - The TOP participant is reemployed in a regular full-time position by the Company or another SBC Midwest Company, or obtains other regular full-time or part-time employment, as defined by the Company, with a non-SBC Midwest company.

   - The TOP participant elects to voluntarily terminate participation in TOP and receives the balance of the termination payments.

   - A maximum of one (1) year from the beginning date of TOP participation has transpired.

7. **Reimbursement Feature:** - TOP participants are eligible to receive up to a maximum of Four Thousand Dollars ($4,000) for actual expenses incurred for tuition, training, job

placement services related to seeking employment, or for moving expenses if the TOP participant is required to move their residence in conjunction with a job elsewhere within SBC Midwest.

- Any such expense must be approved by the Company prior to being incurred.
- The Program Administrator will provide assistance to the TOP participant in selecting appropriate educational or training classes or programs; will conduct skills, interest and aptitude assessment, if necessary; and will recommend out-placement counseling where appropriate.
- Reimbursement will be made for approved expenses incurred within two (2) years from the date of layoff.
- The Program Administrator may recommend that a TOP participant take a Company training class. Such a class if approved, may be taken during TOP participation and up to one (1) year following the date of layoff.

During the period of TOP participation, if a TOP participant's spouse or registered domestic partner is unemployed, that spouse or registered domestic partner is also eligible to participate in the TOP reimbursement feature with the following limitations:

- Said participation shall not exceed Two Thousand Dollars ($2,000) of Company approved expenses incurred for tuition/training.
- Any such expense must be approved by the Company prior to being incurred.
- Reimbursement will be made for approved expenses for one (1) year from the date the spouse's or registered domestic partner's TOP participation begins but in no event later than two (2) years from the date of the TOP participant's layoff.
- If the TOP participant is reemployed by the Company or another SBC Midwest Company, voluntarily terminates participation in TOP, refuses any job offer or obtains other regular full-time or part-time employment, as defined by the Company, with a non-SBC Midwest Company, the spouse or registered domestic partner will only be eligible to complete the current term of enrollment in training.

8. **Plan Administration:**

- Will be through a designated Company Program Administrator.
- Nothing in the Plan or its administration will be subject to the grievance and arbitration processes as set forth in the Parties' Collective Bargaining Agreement.

9. **Duration:** - The Training Opportunity Plan will remain effective during the term of the 2004 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Larry M Handley

Larry M. Handley
CWA International Representative

April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations

April 4, 2004
Date

MEMORANDUM OF AGREEMENT

FOUR DAY TOUR

The Union and Company recognize that in certain work groups it may be beneficial to the employees and in the best interest of the business to establish a four day schedule as a normal tour. Accordingly, in a work group where local management and the local union agree, the number of hours which presently constitute a normal five day tour will be scheduled in equal amounts over four days.

The work groups selected for such four day tours will be solely at the discretion of the Company. The local management and the local union will discuss the process by which the number of employees who volunteer will be assigned their shifts and tours. It is further agreed that if the needs of the business require the Company to discontinue the four day tour, the Company will notify the Union in advance.

Four day tours will be scheduled in advance as full tours. No daily overtime payment shall be made for any of the scheduled hours worked which constitute the normal four day tour.

Subject to the above, and before implementing a four day schedule in any work group, the local management and the local union will establish the parameters and implementation procedures for such four day tours. Unless otherwise agreed, the following will apply:

(1) Weeks in which holidays fall will revert to a normal five-day tour.

(2) Employees scheduled for a week of vacation will have their tours revert to the normal five-day tour.

(3) Employees pre-scheduled for Excused Work Days, Day-At-A-Time Vacation, Floating Holiday(s), or jury duty will revert their tours to the normal five-day tour. Non-scheduled Floating Holidays, Excused Work Days, or Day-At-A-Time Vacation within a week in which the employee's tour is four ten hour days will be treated as ten hour days. Employees may take no more than four ten hour unscheduled days (ie, forty hours) on a day-at-a-time basis. These unscheduled days include Floating Holidays, Excused Work Days, or Vacation days.

(4) Payment will be based upon a ten hour day for employees who are absent because of sickness or accident disability during the course of the four day tour. If the disability continues into the next week, the employee's tour will revert to the normal five day tour.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative

April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations

April 4, 2004
Date

MEMORANDUM OF AGREEMENT

REGIONAL JOINT BENEFITS FORUM

This Memorandum of Agreement covers understandings reached by the Company and the Union regarding the establishment of a single, Regional Joint Benefits Forum (the Forum) as follows:

1. The purpose of the Forum is to address issues of mutual interest associated with providing employees cost efficient quality benefits under provisions of the benefit plans offered to SBC Midwest employees, or other mutually identified areas or issues of health care concern.

2. The Forum will have no charge or authority to negotiate or collectively bargain with respect to the current health care plans. The Forum's focus will be to address employee concerns and needs relative to services provided under current plans. The Forum may make recommendations to improve the quality of Benefit delivery.

3. The Forum is established to replace all former joint health care or other committees as may have previously been established for similar purposes by the Parties or by the Union and any other SBC Midwest Company.

4. Forum membership will consist of the following:
   - Co-Chairs; one (1) Union and one (1) SBC Midwest Labor Relations Representative;
   - Six (6) additional Union appointed representatives; and,
   - Two (2) SBC Benefit Department representatives.

5. The Forum will meet once per calendar quarter unless otherwise agreed to.

6. Pay and/or expenses for Union Forum representatives who are Company employees not on a Leave of Absence for Union Business will be as follows:

   - Since it is envisioned the Forum meetings will be held in Chicago, the Company will reimburse the Union representatives for reasonable round-trip transportation expenses to Chicago to attend scheduled Forum meetings.

   - The time of such representatives when meeting with the Company will be considered joint union - management time and be paid up to eight (8) hours basic wages per day.

   - The Company will not pay for overtime or wage differentials and assumes no obligation for any other time or expenses of Union representatives.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative

April 4, 2004

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations

April 4, 2004

MEMORANDUM OF AGREEMENT

COMMERCIAL DRIVER'S LICENSE & SPECIAL OPERATING PERMIT OR LICENSE

This Memorandum of Agreement covers understandings reached by the Company and the Union regarding reimbursement for fees and expenses related to obtaining commercial driver's licenses and special operating permits or licenses.

The Company shall reimburse employees for customary fees and expenses in conjunction with obtaining a commercial driver's license or a special operating permit or license which is specifically requested and authorized by the Company. These provisions apply to those employees seeking a new or periodic renewal of such license or permit. Employees shall be permitted to obtain such new or renewal license or permit on paid Company time at an hour and location selected by the Company. The Company shall determine the number of employees with such licenses or permits required to operate the business and may increase or decrease this number as required.

Such reimbursement shall not be made if an employee loses or forfeits the license or permit through their own acts or omissions.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative

April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations

April 4, 2004
Date

MEMORANDUM OF AGREEMENT

SBC MIDWEST TEAM PERFORMANCE AWARD FOR UNION REPRESENTED EMPLOYEES

Section 1 - Purpose

The Company and the Union recognize the mutual desire for, and benefit from, an all employee entrepreneurial commitment to the service oriented, efficient and profitable operation of the business in order to assure the Company's continued success. Accordingly, the Company desires to recognize and reward eligible employees when the Company successfully achieves its annual financial objectives. Employees, who by their efforts have contributed to the Company's success, will share financially in that success for years 2005, 2006, 2007, 2008 and 2009 in the form of a Team Performance Award ("TPA").

Section 2 - Company Financial Objective

TPA payouts to employees will be based on the Company reaching the SBC Midwest business plan contribution target for each year, as approved by management. The financial results for each year will be the SBC Midwest Operating Contribution, as defined in Section 4 (f).

The period for measuring Company financial results and employees' eligibility to share in the distribution of profits shall be a calendar year.

Section 3 - Eligibility

To be eligible for a TPA, an individual must be a regular or regular limited term full or part-time employee who works for a minimum of three (3) months within the applicable year in a position covered by the Company's Collective Bargaining Agreement, and who:

(a) Is on the Company's active payroll on December 31 of the applicable year; or

(b) Is on sickness or accident disability or approved leave of absence as of December 31 of the applicable year; or

(c) After March 31 of the applicable year dies, retires with a service pension, is transferred or promoted into or out of the Company bargaining unit covered position, or is laid off.

Section 4 - Definitions and Calculations

(a) Time on the active payroll - For eligibility purposes (Section 3) an employee is considered on the active payroll of the Company except when on disability, leave of absence, work stoppage, layoff or suspension.

(b) Full-time employee - One who is normally scheduled to work forty (40) hours per calendar week and those employees listed in Article 27 of the Collective Bargaining Agreement.

(c) Part-time employee - One who is normally scheduled to work less than forty (40) hours per calendar week.

(d) *Full-time or part-time employee status - For TPA eligibility purposes, an individual* will be considered full or part-time based on their status as of the last date in the year they are an active employee in a Union represented job.

(e) TPA payouts - A payment equal to the gross dollar amounts provided for in the following matrix minus all appropriate federal, state and local income tax, FICA withholdings and other appropriate deductions.

(f) SBC Midwest Operating Contribution – A figure representing the financial contribution of SBC Midwest to SBC for wireline and Industry Markets operations. This figure is currently a component of the formula on which management's team performance award is based. Should this component of the management award be modified for management during the life of this Memorandum, the same modifications will apply to calculations under this Memorandum.

(g) GROSS DOLLAR AMOUNTS CALCULATIONS

Percent Financial Objective Attained

94% and Below	95%	96%	97%	98%	99%	100% and Above
$425	$500	$700	$900	$1100	$1300	$1500

Note: No interpolation between points or rounding involved; e.g., 98.01 to 98.99 pays out at 98.

(h) Employee award categories:

(1) A full-time employee who meets the eligibility requirement of Section 3 and who is on the active payroll for the complete year, will be awarded the maximum dollar amount in (g).

(2) A full-time employee who meets the eligibility requirements of Section 3 but who is either not on the active payroll for the complete year or does not work in a bargaining unit position for the complete year will receive a reduced dollar amount in (g) prorated on the basis of the number of months on the active payroll, rounded up to the nearest full month, during the year.

(3) A part-time employee who meets the eligibility requirements of Section 3 will receive a reduced award based on one-half (1/2) the dollar amount in (g).

(i) METHOD OF CALCULATION - STEPS

1. Determine the percent financial objective (Contribution) attained.

2. Determine, for each employee who meets the eligibility requirements of Section 3, their award category as defined in (h).

3. Determine the gross dollar amount from the matrix provided in (g).

4. The maximum award will be the net dollar amount subtracting appropriate federal, state and local income taxes, FICA withholdings and other appropriate deductions from the gross dollar amount determined in (i) 3.

5. A reduced award will be the net dollar amount to be used by taking one-half (1/2) the gross dollar amount determined in (h) 3 and subtracting the appropriate federal, state and local income taxes, FICA withholdings and other appropriate deductions.

Rounding Rule - All dollar amount calculations will be rounded to two (2) decimal places, with five (5) or more rounding up and four (4) or less rounding down.

Section 5 - TPA Payouts

Eligible employee payouts will be determined and awarded in accordance with the provisions outlined in Section 4.

(a) Employees will receive their awards no later than the end of the first quarter following December 31 of the applicable year.

(b) Gross dollar amounts provided for under Section 4(g) as the basis for award calculations, will be treated as compensation to employees for federal, state and local income tax and FICA withholding purposes.

(c) Deductions for Union dues or agency fees will be made from the gross dollar amounts provided for under Section 4(g), as may be authorized by the employee and the Union.

(d) TPA awards shall not affect (neither increase nor decrease) any employee benefit levels or benefit payments, and shall not be included in any employee's compensation for purposes of determining benefits under the Ameritech Pension Plan or any other employee benefit plan.

(e) TPA awards will not create any employee opportunity or Company obligation for Savings Plan contributions.

(f) TPA awards due an eligible employee who dies after March 31 of the Plan year shall be made to the employee's estate, or to the court presiding over the employee's estate if in the opinion of the Plan administrator the administration of the estate is in dispute.

Section 6 - TPA Administration

Neither this Memorandum of Agreement nor any TPA award issued pursuant to this Agreement shall be subject to the grievance or arbitration process as set forth in the Collective Bargaining Agreement between the Parties.

This Memorandum shall continue in full force and effect through year 2009 unless otherwise amended. Amendment discussions may be initiated by either party giving the other party sixty (60) days written notice of such desire. Mutually agreed upon amendments may be made at any time.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT

SAFETY ADVISORY COUNCIL

This Memorandum covers the understanding reached between the Company and the Union in the matters of safety and work environment. The Parties agree to establish for the duration of this Agreement a single Safety Advisory Council. The Council shall meet periodically as appropriate and will consist of one Union representative from each state as well as an appropriate number of management representatives.

The function of this Advisory Council shall be to advise the Company and to discuss issues concerning OSHA, DOT & EPA. The Council may review proposed new or redesigned safety, environment & transportation programs developed; formulate suggested changes in existing practices and rules; suggest new safety practices & rules; review accident statistics and trends.

A local safety committee will be established where appropriate and when both the Company and the Union mutually agree that a committee should be established.

In connection with any of the above activities, active employees shall be compensated for time spent for attending such council meetings during the employee's scheduled shift at the employee's regular basic wage rate of pay.

Pay and/or expenses for Safety Advisory Council representatives who are Company employees not on a Leave of Absence for Union Business will be as follows:

- Since it is envisioned the Safety Advisory Council meetings will be held in Chicago, the Company will reimburse the Union representatives for reasonable round-trip transportation expenses to Chicago to attend scheduled Council meetings.
- The time of such representatives when meeting with the Company will be considered joint union - management time and be paid up to eight (8) hours basic wages per day.
- The Company will not pay for overtime or wage differentials and assumes no obligation for any other time or expenses of Union representatives.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Larry M Handley

Larry M. Handley
CWA International Representative

April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations

April 4, 2004
Date

MEMORANDUM OF AGREEMENT

CONTRACTING OUT

This Memorandum of Agreement covers understandings reached between the Company and the Union regarding the use of contractors by the Company.

The Parties have discussed both the Company's need to contract out work and the concern of employees about the potential effects on them. The Company has stated that its objective in making decisions regarding the contracting out of work is to carefully consider the interests of customers and employees, as well as all other factors relating to management of the business.

While the Company cannot make specific commitments regarding the contracting out of work, it is the Company's general policy that traditional telephone work will not be contracted out if it will currently and directly cause layoffs or part-timing of regular employees in the Bargaining Unit. When reviewing bids received regarding contracting out, the Company will give consideration to utilizing available Union contractors, but the Company shall retain the sole discretion to select the contractor to receive the work.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative

April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations

April 4, 2004
Date

MEMORANDUM OF AGREEMENT

CONTRACTING OUT REVIEW

This Memorandum of Agreement covers discussions between the Company and the Union regarding the periodic review of contracted out work during the term of the Parties' 2004 Collective Bargaining Agreement.

1. On a quarterly basis, the Company's Executive Director - Labor Relations (or the designated Labor Relations representative), along with two (2) other Company representatives and the appointed representatives of the Union's Vice-President District 4 will meet to review traditional telephone work identified by the Union which has been contracted out. Union members shall consist of not more than three (3) Union Representatives. Committee members who are employees shall be compensated for attending Committee meetings authorized by the Company during the employee's scheduled shift at the employee's basic wage rate in accordance with Article 10.06 of the current Collective Bargaining Agreement. The Company will also pay associated reasonable transportation expense and/or lodging expense of employees, when authorized by the Company.

2. In advance of any scheduled review meeting, the Company will provide the following information regarding the identified subcontracted work to be reviewed: The name(s) of the contractor(s); the nature of the work; the zip code(s) of the location(s) where the work was performed; and, if available, the number of hours of work subcontracted and associated costs, provided such information is not considered proprietary information and the disclosure of such information is not detrimental to the operation of the business. The focus of such reviews shall be to afford the Union an opportunity to suggest ways in which the Company could, in the future, use Bargaining Unit members to perform the same contracted out work at the same or lower total cost to the Company and within the same completion time requirements.

3. Where such suggestions are presented by the Union, the Company will give them due consideration and will advise the Union of its determination.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative

April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations

April 4, 2004
Date

MEMORANDUM OF AGREEMENT

SBC MIDWEST NON-MANAGEMENT STAFFING PROCESS

This Memorandum of Agreement reflects the agreement reached between the Company and the Union regarding the SBC Midwest Non-Management Staffing Process.

This staffing process applies to all regular employees, except regular limited term employees unless mutually agreed to by the Union and the Company.

This memo does not change any of the contractual provisions for placement of surplus as defined in Article 26 of the Collective Bargaining Agreement (CBA).

If it becomes necessary to make changes to this agreed-upon staffing process such changes will be discussed with the Union prior to implementation.

Employees are encouraged to have a skill profile and test request on file prior to self-nominating for an open position, however, it is not mandatory to be considered for an open position.

> Employees will be scheduled for testing based on projected job needs and employee availability (e.g. vacation, etc). If an employee is considered to be a candidate for an open position, but is unavailable for 5 business days or less to be scheduled for testing, regardless of whether there is a test request on file, the open position will not be filled until the employee can be tested.
>
> If an employee, considered to be a candidate for an open position, is unavailable for 10 business days for test scheduling due to vacation and has had a test request on file for at least 30 days prior to the posting date of the open position, the open position will not be filled until the employee can be tested.
>
> Employees who have not completed time on assignment requirements will be able to submit a request to be scheduled for testing three (3) months prior to the end of their time-on-assignment period.

Employees who are selected for positions through this agreed-upon SBC Midwest Staffing Process will be required to serve time-on-assignment when their job title changes and/or the content of their job changes. Generally a change in job content is a result of movement between operating divisions of the Network organization or Market Business Unit entities. Time on assignment must be served prior to an employee's transfer to a different job unless waived by management and agreed upon by Labor Relations.

Open positions will be posted for seven (7) calendar days. Employees will be able to self-nominate for these positions twenty-four (24) hours a day, seven (7) days a week. Employees may bid on an unlimited number of open positions.

All employees who have nominated for the open positions, including employees who are test qualified and those awaiting testing as noted above, will be considered for open positions provided such employees meet the requirements for satisfactory attendance and performance pursuant to the SBC Midwest Staffing Process and have satisfied time on assigment.

Selection for open positions will be made by the Company in accordance with Article 15 of the Collective Bargaining Agreement.

If an employee selected for an open position is unable to satisfactorily complete training or is unable to satisfactorily perform the duties of the job during the first six (6) months following formal training, the employee will be retreated to his/her former job or a job of like status and pay, in comparison to his/her former job.

Employees who have accepted a promotion or a position involving a job content change may, within ninety (90) days of the effective date of the transfer, notify their supervisor in writing that they wish to retreat to their former position. Employees will be retreated to their former jobs or equivalent jobs as the needs of the business permit. However, new time on assignment requirements must be met before an individual voluntarily retreating may be considered for other open positions in the future.

The Company will provide the Union with copies of revised Job Briefs for its review and will consider the Union's input for future revisions.

A designated member of the Union may contact the designated Company counterpart to address the appropriateness of qualifications for a posted job vacancy. The Company will respond within two (2) business days as to the appropriateness of the qualifications for the posted job vacancy.

Skills verification will be required in situations where the skill is a factor in the selection of the candidate. Hiring Managers must return completed skills verification forms to the SBC Midwest Staffing Center.

On a requisition, twenty-five (25) points will be added to the most senior candidate, per job opening. If the most senior candidate declines the job, or is otherwise disqualified, the points will be reassigned to the next senior candidate. If that candidate declines the job or is disqualified, these same twenty-five (25) points will be successively assigned in seniority order until the requisition is filled.

If the Company determines it is necessary to make changes to the Additional Qualification points, currently within the range of 98-103, it will discuss the changes and any impact they may have with the Union.

An Oversight and Review Board composed of three (3) SBC Midwest representatives and three (3) members of the Union will meet quarterly, when necessary, and will:

- Monitor the ongoing operation of the SBC Midwest Staffing Process.
- Analyze its overall results.
- Provide a forum to address concerns raised about the staffing of jobs through the SBC Midwest Staffing Process, including skills verification.

The Company and the Union will continue, through the use of joint teams, to review the appropriate adders for each official job title within the Company. The teams will be made up of representatives of the Labor Relations and Company Staffing organizations, front line managers, a representative from the CWA Oversight Committee and Union-represented employees that are currently performing the job being reviewed.

As the Administrative Guidelines are updated, the Company will provide copies to the CWA International and each Local Union.

The Company will supply the CWA International the ability for "view only" access to the SBC Midwest Staffing system at a location of the Union's choice. Training costs of the Union Representative and reasonable time spent by the Union Representative jointly investigating grievances associated with the Staffing Plan with the Company Representatives will be assumed by the Company.

The following guidelines apply to Panel Interviews:

- Panel interviews will be restricted to a pass or fail criterion.
- All people participating as panel interviewers will be trained on the interview process.
- All interviews will be performed by a panel, not one individual.
- The interview will be consistently applied to all applicants for a position.
- The interview process will be used to assess skills or aptitudes as they relate to the position.
- The interview process will not be utilized to duplicate other tests.

This Memorandum of Agreement in no way changes the Union's grievance and arbitration rights which are in effect at the time of the signing of this Memorandum.

This Memorandum of Agreement shall remain in effect through the life of the 2004 Collective Bargaining Agreement.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative

April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations

April 4, 2004
Date

MEMORANDUM OF AGREEMENT

CWA/SBC MIDWEST CUSTOMER SERVICE RESPONSE TEAM

The Company and the Union mutually recognize that responsive interaction and communication with customers by front line employees is essential to providing quality customer service and successfully meeting the challenges of a competitive marketplace.

Also recognized is the need to assure the front line employees a customer focused workplace wherein efficient high quality customer service is promoted in an environment supportive of employees' needs for professional growth and sensitive to their need for personal consideration.

Accordingly, the Company and the Union hereby agree to continue CWA/SBC Midwest Customer Service Response Team(s) which will bring together key Union leaders and Company executives to review and discuss on an oversight basis those issues concerning front line employees in their provisioning of customer service. Company executives may represent a specific Business Unit, (e.g., Consumer Markets, Business Communication Services, Operator Services or operational department) or multiple business units or operational departments.

Such oversight discussions and reviews by the team are intended to encompass the broad range of issues which may affect front line employees and the management team in their joint commitment to provide high quality customer service. These will include service levels, performance standards AWT/CST, monitoring, adherence, job stress, sales objectives, training, vacation scheduling, employee attitudes, staffing, and other issues as appropriate.

The Company team will consist of at least a Vice President and an HR representative from the Business Unit(s) or operational department and the Executive Director of Labor Relations - CWA. In addition to the appropriate International Representative, the Union will appoint key representatives as follows, unless mutually agreed otherwise:

Consumer - Five (5) Representatives
Operator Services - One (1) Representative per state
BCS - Six (6) Representatives
Industry Markets - Four (4) Representatives

Other business units may also be represented and/or sub-committees appointed as may be appropriate. The Team will work together to develop objectives and action plans and will jointly communicate those plans.

The Team will meet no less than four (4) times a year at locations to be mutually agreed upon. Time spent during the meetings will be considered as Company-Union meeting time. Payment for such time will be paid as detailed in Article 10.06, Section: Payment for Joint Meeting Time of the Collective Bargaining Agreement. The Company will pay associated transportation and lodging expense as agreed to prior to each meeting.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT

MONITORING

The Company and the Union acknowledge that there is a responsibility to provide high quality service to customers and the need to be in a position to effectively compete in today's increasingly competitive communications industry. It is the intent to develop overall performance to provide service to customers in an efficient, courteous and responsive way.

Monitoring is a tool to evaluate the on-line effectiveness of employees to reach and maintain quality service. The approach for monitoring will continue to be based on a premise that fosters a work environment that builds on mutual trust and respect which enhances job satisfaction.

Monitoring includes, but is not limited to, the following:

a) Service Observations: Monitoring of this type is intended to randomly review the performance of the work group to determine their effectiveness in providing quality service to customers. Official Service Observations, made at the direction of the Company for the primary purpose of determining the overall quality of service furnished to customers, are not intended nor will they be used for the purpose of identifying or rating the performance of individual employees except as noted below. The Company will not publish any result data of any official observing for small offices that would allow for identification of individual employees.

b) Diagnostic: Monitoring of this type is intended to review and evaluate new or changed products, practices and procedures.

c) Evaluative/Developmental: Monitoring of this type is intended to be handled in a professional and confidential manner and to document performance of the individual employee for evaluation purposes. This type of monitoring will be conducted by management personnel and will generally be done at the work address / location. While conducting remote evaluative/developmental monitoring, management must display a visual indicator that employee monitoring is in progress. Evaluative/Developmental call monitoring will be from a sampling of calls. Such calls will not be arbitrarily selected for evaluative purposes. The monitoring results should be reviewed with the employee within twenty-four (24) hours after the monitoring has taken place. Other managerial steps, such as training sessions, visual observations, individual discussions and coaching may be used in addition to monitoring to evaluate and improve an employee's performance.

   Individual notification will be given to employees to be monitored the day the Evaluative/Developmental Monitoring takes place. Employees' preference for side by side or remote observations will be honored where existing facilities permit.

   Exception: Individual notification and preference are applicable once an employee has 6 months' on job experience after completion of formal training.

   Where an employee demonstrates difficulty meeting established performance expectations, he/she may lose the privilege of receiving notification and choice of preference until performance expectations are met on a consistent basis.

Monitoring used for Service Observations or Diagnostic review, will not result in employee discipline unless customer abuse, fraud or violation of the Company Code of Business Conduct are involved.

To administer monitoring, the Company will set guidelines on the monthly number of Service Observation and Diagnostic calls handled by employees which will be subject to managerial monitoring. These guidelines will provide for reasonable Company-wide consistency in the number of monitored calls needed to obtain a valid sample of the employee's grade of service and to determine his/her training needs. Monitoring is not intended to harass an individual employee or any group of employees, nor should it be used to create an atmosphere of pressure in the work environment.

The Company's reasons for engaging in monitoring will be explained to employees subject thereto. They will be informed of the proper use of such monitoring by their managers.

Managers will be trained in analyzing observation data, in planning appropriate training, and in improving their interviewing skills, including placing emphasis on the positive aspects of an employee's job performance.

At their request, employees will be allowed reasonable time during working hours (normally during a feedback of the results of manager's monitoring) to review their monitoring records and work performance summaries.

It is not the Company's primary intent to use GPS, AMAs or electronic reports to monitor and discipline employees. However, should the Company become aware of misconduct through the normal use of GPS, AMA's or electronic reports the Company can not ignore such information and reserves the right to take appropriate action, including application of appropriate discipline.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT

INNOVATIVE SCHEDULING
(FLEXTIME)

This Memorandum will confirm our understanding that the Company will encourage innovative scheduling including flextime in those organizations that determine such scheduling permits them to meet the needs of the business. Such scheduling shall be in accordance with those provisions of the 2004 Collective Bargaining Agreement between the Union and the Company governing scheduling. Both the Company and the Union will encourage the active involvement of Local Union Officers in "Flextime" implementation efforts.

It is further understood that if such scheduling does not prove to be in the best interest of the business, it will be discontinued effective with one (1) week's notice to the employees involved.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT

MEDICAL FACILITIES OR PHYSICIAN VISITS

The Company will reimburse employees for personal travel expenses incurred in connection with Company directed visits to Medical Facilities or Company designated local physicians, including such visits related to cases of disability. The Company will not reimburse employees for any expense incurred in connection with non-Company directed medical related visits or for those visits to a personal physician in order to secure a doctor's signature on a disability certificate.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT
LABOR ADVISORY FORUM

The Union and Company recognize that the ever changing telecommunications marketplace makes it mutually beneficial to maintain open and meaningful dialogue at the highest Union/ Management levels concerning the Company's competitive challenges, business needs and the Union's desire to provide significant input concerning related Company decisions and actions which may effect and/or impact Union-represented employees.

Therefore, the Parties agree to initiate a joint Labor Advisory Forum for the purpose of ensuring such open dialogue and to forge a stronger partnership dedicated to the promotion of mutually beneficial objectives.

The Parties intend that Forum members may convene to collectively address a wide range of key business and employee related issues including, but not limited to the following:

- Market changes;
- New and potential business initiatives;
- Industry-wide technological change and opportunities;
- Ways to improve terms and conditions of employment;
- Enhancing employees' readiness for future opportunities.

The Forum will be co-chaired by the Company's Vice President-Labor Relations and the CWA Vice President - District Four. Other Forum members will include:

- Those Union representatives assigned responsibilities for contact with the respective Business Units;
- Key Labor Relations staff managers, including the Executive Directors-Labor Relations and Labor Relations liaisons to the respective Business Units;
- Key Business Unit leaders as agreed upon.

The Forum may be scheduled to meet at least twice per calendar year, but may meet more or less often as mutually agreed upon by the co-chairs. Forum meetings may be convened as appropriate to include additional participants upon mutual agreement of the co-chairs, e.g., convene a larger group meeting to include all local Union presidents region-wide and additional Business Unit leaders.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Larry M Handley

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT

GUARANTEED PERSONAL TIME OFF

The Company is sensitive to our employees' personal responsibilities and in an effort to accommodate employees in this area, the Company and the Union have mutually agreed to the following provisions regarding an employee's guaranteed unscheduled time off.

1. An employee will be allowed, on request, to take off two (2) of his or her single days (Excused Work Day or a Day-At-A-Time Vacation Day) per year except during the months of June, July or August. One (1) person per work group, per day, (for work groups of less than 100 employees) or 1 person per 100 employees (for work groups larger than 100 employees), will be allowed off unless otherwise mutually agreed locally. Eligibility requirements for Excused Work Days and Day-At-A-Time Vacation are set forth in Articles 22 and 23 of the 2004 Collective Bargaining Agreement, respectively.

2. In addition, twice every six (6) months, employees will be allowed to utilize, on request, either:
   - one (1) half-day excused work days; or
   - one (1) 2-hour increment of an excused work day; or
   - one (1) half-day vacation day.

   The granting of this time off is limited to four (4) incidents per calendar year per eligible employee. One (1) employee per work group, per day, (for work groups of less than 100 employees) or 1 person per 100 employees (for work groups larger than 100 employees), will be allowed off unless otherwise mutually agreed locally. Eligibility requirements for 2-hour increments or half-day excused work days or half-day vacation are set forth in Article 22 and 23 of the 2004 Collective Bargaining Agreement, respectively.

3. Time off identified in paragraphs 1 & 2 above may not be taken on a Company Recognized Holiday and may only be utilized Monday through Friday.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT

OVERTIME

This Memorandum of Agreement covers the agreement reached between the Company and the Union concerning the need to work overtime when required by service requirements and conditions of the business.

1. The Parties agree that Company employees working at Company locations in the states of Michigan, Indiana, Illinois and Wisconsin shall be required to work overtime when required by the demands of the service, consistent with existing practices and/or contractual agreements in those states.

2. The requirement to work overtime for employees in the state of Michigan shall be under the following conditions:

   (A) Employees shall not be required to work overtime in excess of nine (9) hours in any calendar week during eight (8) months of the calendar year nor in excess of twelve (12) hours in any calendar week during four (4) months of the calendar year as designated by each Market Business Unit and operating division of the Network organization. Such designation shall be made by December 31 of the preceding calendar year.

   (B) The provisions of (A) above shall not apply in cases of emergency or when an employee agrees to overtime assignments in excess of the hours specified in (A) above. An emergency shall be defined as an event of national or local importance, fire, explosion, or other catastrophe, civil strife, severe weather conditions, or any other occurrence which restricts the Company in meeting service demands.

3. In those instances where the Company determines that employees will be required to work overtime, the Company shall provide employees at least two (2) hours notice prior to the end of their shift. In the event of unforeseen circumstances, the Company shall provide employees with as much notice in advance as possible.

4. The Parties further agree that Company employees working at Company locations in the state of Ohio shall work overtime on a voluntary basis, consistent with existing practices in Ohio.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT

EMPLOYMENT SECURITY COMMITMENT

This Memorandum of Agreement covers understandings reached between the Company and the Union regarding the Employment Security Commitment. In response to CWA and employee concerns regarding employment security and in addition to the existing provisions in Article 26, Training and Employment Security, Section: Force Adjustment, of the 2004 Collective Bargaining Agreement, the Parties agree as follows:

1. The Company will guarantee employment security from involuntary layoff ("Job Offer Guarantee") during the period stated herein to qualified surplus regular employees, subject to the conditions and provisions contained in this Commitment.

NOTE:

(A) This Commitment does not apply to an employee who has been offered the opportunity to follow the work within their Market Area (Attachment), nor shall it continue to apply to an employee who is offered the opportunity to fill a position in their Market Area under Article 26, Training and Employment Security, Section: Force Adjustment, of the 2004 Collective Bargaining Agreement.

(B) In addition, an employee who is offered a job under an expanded Voluntary SIPP option as defined in Article 26, Training and Employment Security, Section: Force Adjustment, paragraph 26.40 (B) (7) may not participate in the Employment Security Commitment.

(C) An employee who elects to participate in the Employment Security Commitment cannot participate in the Training Opportunity Plan (TOP).

2. Any regular employee (except those excluded by the note in paragraph 1. above) who, after the effective date of this Agreement, is declared surplus pursuant to Article 26, Training and Employment Security, Section: Force Adjustment, shall prior to involuntary layoff, be offered a job in their Market Area by the Company for which they are qualified, provided the employee has first fulfilled the following conditions:

(A) Is already test qualified for consideration, or becomes so qualified by passing the Technical Mechanical Test (TMT) and the Operator Test or their replacements.

(B) Meets current job requirements.

(C) Within sixty (60) days of the date of Surplus Notification, or by such later date as is determined by Management, advises the Company of their election to invoke the Job Offer Guarantee, and to be considered for all jobs at all locations within their Market Area beginning on the ninety-first (91st) day* following the date of Surplus Notification (*on the day following the anticipated force disposition date for those surplus situations declared more than ninety [90] days in advance). After the sixty (60) day election period, or by such later date as is determined by management, an employee who elects the Employment Security Commitment cannot change their election and choose TOP.

NOTE: The provisions of Article 26, Training and Employment Security, Section: Force Adjustment, paragraph 26.42 will not apply to employees who invoke the Job Offer Guarantee.

3. The guaranteed job offer shall be made to those qualified employees in the Surplus Employee Group as defined in Article 26, Training and Employment Security, Section: Force Adjustment, by order of seniority beginning on the 91st day* following the date of Surplus Notification (*on the day following the anticipated force disposition date for those surplus situations declared more than ninety [90] days in advance).

(A) An employee to whom a guaranteed job offer has been made has one (1) working day to accept the offer after which it will be considered rejected.

(B) Rejection of a guaranteed job offer** voids this Employment Security Commitment, and shall be considered an election by the employee to continue under the terms of Article 26, Training and Employment Security, Section: Force Adjustment, except for the provisions outlined in paragraphs 26.41 and 26.42, Article 26, Training and Employment Security, Section: Force Adjustment.

** If the guaranteed job offer is not a lateral or an upgrade within the HJA, the employee may accept the Company's earlier offer of the Transitional Leave of Absence (TLA) as referenced in Article 26.36 (H) of the current Collective Bargaining Agreement, if eligible.

(C) A qualified surplus employee who, at their force disposition date, is entitled to, but has not yet received, a guaranteed job offer shall remain on the payroll at their existing wage rate and shall be assigned such work within the Hometown Job Area as management deems appropriate until the guaranteed job offer is made.

NOTE: Any employee who has been retained on the Company payroll beyond their force disposition date pursuant to this Employment Security Commitment and who then rejects the guaranteed job offer shall be terminated. The amount of wages paid said employee between the force disposition date and termination shall be deducted from any termination payment due.

4. The terms of this Commitment shall not apply to "Union-Management modifications" to the force surplus disposition procedures as provided for in paragraph 26.45 of Article 26, Training and Employment Security, Section: Force Adjustment, unless Union and Management mutually agree.

5. The force surplus conditions contemplated and dealt with in this Commitment are those which occur in the normal course of business for reasons such as technological change, etc. The Company retains the right, however, to suspend or cancel at any time the application of this Commitment when a force surplus is declared because of any significant change or extraordinary fluctuation in economic or business conditions as determined by the President of the Business Unit. Examples of significant changes, include but are not limited to, the following:

   (A) The cessation of a line of business;

   (B) An interexchange carrier takeback of billings and collections functions.

6. Wage treatment for employees who accept or receive jobs pursuant to paragraph 3, above, shall be in accordance with the Parties' 2004 Collective Bargaining Agreement.

7. Paragraph 2 of this Agreement will be subject to arbitration. Paragraphs 1, 3, 4, 5 and 6 shall not be subject to arbitration.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MARKET AREAS

STATE	MARKET AREA	DEFINITIONS
Illinois	Chicago	Area Codes 312, 630, 708, 773, 815, 847, 224
	Outstate Illinois	Area Codes 217, 309, 618
Indiana	Indianapolis	Area Codes 317, 765
	Northern Indiana	Area Codes 219, 765 317 & 574
	Southern Indiana	Area Codes 812, 765 & 317
Michigan	Detroit Metropolitan	Area Codes 248, 313, 586, 734, 810, 947 and the Toledo HJA
	Outstate Michigan	Area Codes 269, 517, 616, 231 & 989
	Upper Peninsula	Area Code 906, the state of Wisconsin and the Outstate Michigan Market Area
Ohio	Akron, Canton, Youngstown, Cleveland	Area Codes 234, 330 216, 440
	Columbus	Area Codes 283, 380, 567, 614, 513, 419, 740 & 937 excluding the Toledo HJA
Wisconsin	Milwaukee - Madison	Area Codes 414, 608, 920 & 262
	Outstate Wisconsin	Area Code 715, 920

MEMORANDUM OF AGREEMENT
IN LIEU OF EMPLOYMENT SECURITY COMMITMENT

This Memorandum of Agreement ("Agreement") supercedes and replaces the Memorandum of Agreement: Employment Security Commitment for the period beginning with the ratification of the Parties' 2004 Collective Bargaining Agreement and ending on April 4, 2009. During that period, all references in the Parties' 2004 Collective Bargaining Agreement to the Employment Security Commitment shall effectively refer to this Agreement in which, in addition to the existing provisions in Article 26, Training and Employment Security, Section: Force Adjustment, of the 2004 Collective Bargaining Agreement, the Parties agree as follows:

1. The Company will guarantee employment security from involuntary layoff ("Job Offer Guarantee") during the period stated herein to qualified surplus regular employees, subject to the conditions and provisions contained in this Agreement, except that neither this Agreement nor the Memorandum of Agreement: Employment Security Commitment shall apply to employees hired after the effective date of this Agreement.

   NOTE:
   (A) This Agreement does not apply to an employee who has been offered the opportunity to follow the work within their Market Zone (Attachment), nor shall it continue to apply to an employee who is offered the opportunity to fill a position in their Market Zone under Article 26, Training and Employment Security, Section: Force Adjustment, of the 2004 Collective Bargaining Agreement.

   (B) In addition, an employee who is offered a job under an expanded Voluntary SIPP option as defined in Article 26, Training and Employment Security, Section: Force Adjustment, paragraph 26.40 (B) (7) may not participate in this Agreement.

   (C) An employee who elects to participate in this Agreement cannot participate in the Training Opportunity Plan (TOP).

2. Any regular employee (except those excluded by the note in paragraph 1, above) who, after the effective date of this Agreement, is declared surplus pursuant to Article 26, Training and Employment Security, Section: Force Adjustment, shall prior to involuntary layoff, be offered a job in their Market Zone by the Company for which they are qualified, provided the employee has first fulfilled the following conditions:

   (A) Is already test qualified for consideration, or becomes so qualified by passing the Technical Mechanical Test (TMT) and the Operator Test or their replacements.

   (B) Meets current job requirements.

   (C) Within sixty (60) days of the date of Surplus Notification, or by such later date as is determined by Management, advises the Company of their election to invoke the Job Offer Guarantee, and to be considered for all jobs at all locations within their Market Zone beginning on the ninety-first (91st) day* following the date of Surplus Notification (*on the day following the anticipated force disposition date for those surplus situations declared more than ninety [90] days in advance). After the sixty (60) day election period, or by such later date as is determined by management, an employee who elects to proceed under this Agreement cannot change their election and choose TOP.

   NOTE: The provisions of Article 26, Training and Employment Security, Section: Force Adjustment, paragraph 26.42 will not apply to employees who invoke the Job Offer Guarantee.

3. The guaranteed job offer shall be made to those qualified employees in the Surplus Employee Group as defined in Article 26, Training and Employment Security, Section: Force Adjustment, by order of seniority beginning on the 91st day* following the date of Surplus Notification (*on the day following the anticipated force disposition date for those surplus situations declared more than ninety [90] days in advance). The Company may make a guaranteed job offer for positions with companies not signatory to the 2004 Collective Bargaining Agreement consistent with the terms of the Inter Subsidiary Movement Process referenced in Appendix E National Settlement Agreement, Section: Employment Security Agreement.

   (A) An employee to whom a guaranteed job offer has been made has one (1) working day to accept the offer after which it will be considered rejected.

   (B) Rejection of a guaranteed job offer** voids this Agreement, and shall be considered an election by the employee to continue under the terms of Article 26, Training and Employment Security, Section: Force Adjustment, except for the provisions outlined in paragraphs 26.41 and 26.42, Article 26, Training and Employment Security, Section: Force Adjustment.

   ** If the guaranteed job offer is not a lateral or an upgrade within the HJA, the employee may accept the Company's earlier offer of the Transitional Leave of Absence (TLA) as referenced in Article 26.36 (H) of the current Collective Bargaining Agreement, if eligible.

   (C) A qualified surplus employee who, at their force disposition date, is entitled to, but has not yet received, a guaranteed job offer shall remain on the payroll at their existing wage rate and shall be assigned such work within the Hometown Job Area as management deems appropriate until the guaranteed job offer is made.

   NOTE: Any employee who has been retained on the Company payroll beyond their force disposition date pursuant to this Agreement and who then rejects the guaranteed job offer shall be terminated. The amount of wages paid said employee between the force disposition date and termination shall be deducted from any termination payment due.

4. The terms of this Agreement shall not apply to "Union-Management modifications" to the force surplus disposition procedures as provided for in paragraph 26.45 of Article 26, Training and Employment Security, Section: Force Adjustment, unless Union and Management mutually agree.

5. The force surplus conditions contemplated and dealt with in this Agreement are those which occur in the normal course of business for reasons such as technological change, etc. The Company retains the right, however, to suspend or cancel at any time the application of this Agreement when a force surplus is declared because of any significant change or extraordinary fluctuation in economic or business conditions as determined by the President of the Business Unit. Examples of significant changes, include but are not limited to, the following:

   (A) The cessation of a line of business;

   (B) An interexchange carrier takeback of billings and collections functions.

6. If an employee proceeding under this Memorandum of Agreement invokes the provisions of Article 26.41 of the Parties 2004 Collective Bargaining Agreement or the

Memorandum of Agreement: Network Organization Surplus Employees, an employee who has consequently been displaced shall be treated as follows:

(A) If the employee does not meet all conditions of Paragraph 2 of this Memorandum of Agreement within 14 days of being displaced, the Company will be considered to have met its obligation to make a guaranteed job offer and the employee will be immediately separated from the Company with termination pay under Article 26 of the Parties 2004 Collective Bargaining Agreement.

(B) In meeting the requirements of Paragraph 2(A) of this Memorandum of Agreement, the Parties understand that a displaced employee will have only one opportunity to take the tests referenced therein. Refusal of a test or failure to pass a test will be deemed a failure to meet one of the conditions of this Memorandum of Agreement.

7. In consideration for the commitments set forth in this Agreement, the Union agrees that, within thirty (30) days following ratification of the Parties' 2004 Collective Bargaining Agreement, it will dismiss with prejudice the appeal currently pending in the U.S. Court of Appeals for the 6th Circuit in the lawsuit captioned *CWA v. Ameritech Corporation*, Case No. CA 04-3532.

8. *Wage treatment for employees who accept or receive jobs pursuant to paragraph 3*, above, shall be in accordance with the Parties' 2004 Collective Bargaining Agreement.

9. Upon ratification of the Parties' 2004 Collective Bargaining Agreement, the Company agrees that, for five (5) years from the effective date of the 2004 Collective Bargaining Agreement the Company will not exercise its right to suspend or cancel this Agreement, as set forth in Paragraph 5, above.

10. Paragraph 2 of this Agreement will be subject to arbitration. Paragraphs 1, 3, 4, 5, 6, 7, 8 and 9 shall not be subject to arbitration.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MARKET ZONES

ZONE NUMBER	MARKET ZONE	DEFINITIONS
1	Illinois	The entire State of Illinois
2	Indiana	The entire State of Indiana
3	Wisconsin	The entire State of Wisconsin
4	Metropolitan Detroit	The area of the State that is both East of U.S. Route 23 and South of Interstate 69 and including, in their entirety, the cities of Ann Arbor, Monroe, Port Huron, and also including Toledo, Ohio, but excluding in its entirety the City of Flint.[1]
5	Outstate Michigan	That area of the State of Michigan not included in Zone 4.
6	Northern Ohio	The area of the State North of the Northernmost city limit of Uhrichsville, but excluding Toledo.
7	Southern Ohio	That area of the State of Ohio not included in Zone 6, but excluding Toledo.

[1] As used in this chart, the city of "Flint" includes locations within the current jurisdiction of CWA Local 4103, even if outside the Flint city limits.

Labor Relations

SBC Midwest
2000 W. Ameritech Center Drive
Hoffman Estates, IL 60196-1025

847.248.8844 Facsimile

April 4, 2004

Mr. Larry Handley
International Representative
Communications Workers of America
30400 Telegraph Road
Bingham Farms, MI 48025

Dear Mr. Handley:

The parties agree to continue the use of the neutral evaluation process for the term of the 2004 Collective Bargaining Agreement.

As soon as is reasonable, following ratification of the 2004 Collective Bargaining Agreement, the parties will each select five (5) arbitrators who will comprise a special panel of ten (10) neutral evaluators ("evaluators") to be utilized for the purpose of this process. The parties will schedule neutral evaluation days with the evaluators, where the evaluator may hear up to four (4) dismissal and/or suspension cases per day. Each case will be limited to ninety (90) minutes as set forth below. The cases will be evenly distributed among the evaluators as practicality permits. The parties agree to equally share the compensation and expenses of cases evaluated, except in instances where cases are withdrawn less than twenty-four (24) hours in advance of the scheduled time for the evaluation. In such event, the withdrawing party will be responsible for any cancellation fees and/or expenses incurred.

Proceedings before the evaluator shall be informal in nature. The presentation of evidence and the issues heard will be limited to that which has already been presented or asserted during the grievance and/or Union-Management Review Board process. Formal rules of evidence will not apply. The parties will be represented by Labor Relations Case Managers and local Union Representatives, and no official record of the neutral evaluation will be kept.

Each party may have no more than two (2) individuals attend the neutral evaluation proceeding; and, each party will be limited to a half hour presentation. When unusual circumstances warrant, the parties may mutually agree, prior to the date of the evaluation, that one additional representative may attend for either party; or, that the presentation time for each party may be extended by a period not to exceed thirty minutes.

The evaluator will be provided one half hour to question both parties in the presence of one another, and to render his or her advisory opinion. This advisory opinion will resolve any procedural or arbitrability issues and/or determine whether the company acted with or without just cause, and where the disciplinary action lacked just cause, what if any, remedy should be imposed. Under no circumstances will the Company be liable for back pay for more than six (6) months after the date of the disciplinary action.

(Continued on next page)

Within two (2) working days following the evaluator's advisory opinion, a party must notify the other party in writing if the party rejects the evaluator's advisory opinion; otherwise it will be treated as accepted by the party. In instances where the parties accept the evaluator's advisory opinion of no just cause, the company agrees to implement the remedy within ten (10) working days. In instances where the parties accept the evaluator's advisory opinion of just cause, the Union agrees to withdraw the grievance in writing within ten (10) working days.

In instances where the company or the Union rejects the evaluator's opinion the case will be deferred to the regular arbitration process. No statements made by either party at the neutral evaluation proceeding may be introduced as evidence at an arbitration hearing by the other party.

This neutral evaluation process will be in effect and will include all applicable cases appealed to arbitration through December 31, 2009.

This letter will remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

Sincerely,

Michael J. Zyck
Executive Director - Labor Relations
SBC Midwest

Concurred:

Larry M. Handley
CWA International Representative

Labor Relations

SBC Midwest
2000 W. Ameritech Center Drive
Hoffman Estates, IL 60196-1025

847.248.8844 Facsimile

April 4, 2004

Mr. Larry Handley
International Representative
Communications Workers of America
30400 Tetegraph Road
Bingham Farms, MI 48025

Re: Proper Use Of Union-Management Review Board

Dear Mr. Handley:

When properly used by both parties, the Union-Management Review Board process has facilitated the resolution of cases short of arbitration, including, in a number of cases, the reinstatement of employees with backpay when warranted by the facts. The Company is fully committed to the proper use of the Review Board process and will not tolerate its misuse.

Sincerely,

Michael J. Zyck
Executive Director - Labor Relations
SBC Midwest

Labor Relations

SBC Midwest
2000 W. Ameritech Center Drive
Hoffman Estates, IL 60196-1025

847.248.8844 Facsimile

April 4, 2004

Mr. Larry Handley
International Representative
Communications Workers of America
30400 Telegraph Road
Bingham Farms, MI 48025

Dear Mr. Handley:
This letter confirms understandings concerning Operator Services issues reached by the Company and the Union during the course of the 2004 Collective Bargaining discussions:

1. The method for assignment of schedules and weekly days off for employees in the title Operator Services Assistant (OSA) temporarily assigned as Service Assistants (SA) for one or more shifts in a week will be locally determined between the Local Union president and the Operator Services Center (OSC) Manager. Either of two (2) methods shall be chosen:

   (1) The OSA may be assigned in seniority within the SA title group
   or
   (2) The OSA may be assigned in seniority within the Operator title group

   The method selected will remain in effect for a minimum of one (1) year, unless mutually agreed otherwise.

2. The method for selection for employees in the title Operator Services Assistant (OSA) temporarily assigned as Service Assistants (SA) for one or more shifts in a week will be locally determined between the Local Union president and the OSC Manager. Either of two (2) methods shall be chosen:

   (1) The OSA may be selected by rotation.
   or
   (2) The OSA may be selected by seniority

The method selected will remain in effect for a minimum of one (1) year, unless mutually agreed otherwise.

3. Lead Person differential will be paid to a Service Assistant (SA) who is assigned non-supervisory management responsibilities, over and above those duties assigned to the Service Assistant due to the absence of all Operator Services managers assigned to an OSC on a normally scheduled shift. Lead Person differential will not be paid for a shift with no regularly scheduled Operator Services manager.

This Letter of Understanding will remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

Please confirm your understanding of these arrangements by signing both copies of this letter and returning the second copy to me.

Sincerely,

Michael J. Zyck
Executive Director - Labor Relations
SBC Midwest

Acknowledged:

Larry M. Handley
International Representative
Communications Workers of America
District 4

MEMORANDUM OF AGREEMENT

NETWORK ORGANIZATION SURPLUS EMPLOYEES

This memorandum of agreement covers understandings reached between the Company and the Union regarding employees who are surplus within the Network organization.

Any surplus employee within the Network organization who meets the provisions of Article 26, Training and Employment Security, Section: Force Adjustment of the 2004 Collective Bargaining Agreement, shall be entitled, by order of seniority, to displace the least senior employee with their same job title within the Network organization, if such displacement can be achieved with little or no training, within their Hometown Job Area, provided the senior employee meets the basic qualifications of the job.

This Memorandum of Agreement will expire at the end of the 2004 Collective Bargaining Agreement between the Parties, unless the Parties mutually agree to extend.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative

April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations

April 4, 2004
Date

Labor Relations

SBC Midwest
2000 W. Ameritech Center Drive
Hoffman Estates, IL 60196-1025

847.248.8844 Facsimile

April 4, 2004

Mr. Larry Handley
International Representative
Communications Workers of America
30400 Telegraph Road
Bingham Farms, MI 48025

Dear Mr. Handley:

In response to discussions between the Company and the Union during the 2004 collective bargaining process relative to the Union proposal regarding Surplus Employee Training/Retraining Procedures, Surplus Orientation Meetings are held with the Surplus Employee Group as referenced in Article 26.37 of the Collective Bargaining Agreement. Given the unique circumstances of each anticipated force adjustment, the Company agrees to discuss with the appropriate Union representatives other issues, such as an interview process and the training needs of the surplus employees prior to any formal declaration of force surplus.

Sincerely,

Michael J. Zyck
Executive Director - Labor Relations
SBC Midwest

MEMORANDUM OF AGREEMENT

REGARDING REQUIRED OVERTIME

This Memorandum of Agreement covers the understanding reached between the Company and the Union concerning required overtime in the Installation and Repair operating division of the Network business unit in the states of Illinois, Indiana, Michigan and Wisconsin.

In those situations when the Company deems it necessary to work required overtime, the Company agrees that employees will be guaranteed one (1) weekend off per month. This requirement shall not pertain in cases of emergency or when an employee agrees to overtime assignments in excess of this limitation.

This Memorandum in no way modifies or supersedes the provisions of the Memorandum of Agreement-Overtime, Appendix A A19, in the Collective Bargaining Agreement. That Memorandum of Agreement continues to pertain to the Installation and Repair operating division.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the parties.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative

April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations

April 4, 2004
Date

MEMORANDUM OF AGREEMENT

EMPLOYMENT OPPORTUNITY/ENHANCED RETIREMENT BENEFIT

In response to the Union's concern for its members' employment security and its expressed interest in removing impediments to movement between the various SBC Companies, the parties agree, effective April 4, 2004, to the following provisions for employee movement among CWA-represented bargaining units in SBC Companies, except the Wireless Companies. (Participating Companies):

1. There will be pension portability among all Participating Companies.

2. Any CWA-represented employee covered by the 2004 Agreement Between SBC Midwest and Communications Workers of America District 4 (2004 Collective Bargaining Agreement) may express an interest in moving to a CWA-represented bargaining unit in any other Participating Company, and may receive priority consideration before off-street hires for any bargaining-unit job for which he/she qualifies, subject to all applicable qualifications and selection criteria at the receiving Company. Employees who continue employment with a Participating Company under the terms of this paragraph will not receive any separation payment from their former Companies.

3. Any CWA-represented Regular employee, excluding limited terms, covered by the 2004 Collective Bargaining Agreement, whose work is moving outside CWA District 4 to a CWA-represented bargaining unit in any other Participating Company, may follow the work, as provided under Article 26, Training and Employment Security, 26.32 through 26.34, subject to all applicable qualifications and selection criteria at the receiving Company. Employees who select this option in lieu of any separation payment, and who are placed at, and report to, the receiving Company, will receive a $10,000 Relocation Allowance in addition to any other relocation benefit otherwise applicable under the terms of the collective bargaining agreements at their former Companies. This Relocation Allowance will not be paid where 1) the employee does not relocate his/her home residence as a result of following the work; or 2) the employee's new place of reporting is within fifty (50) miles of the home residence the employee had prior to following the work.

4. Employees selected to fill vacancies in accordance with the terms outlined in Items 2. and 3. above, will be subject to all applicable receiving Company practices, policies, collective bargaining agreement provisions and benefit plan eligibility standards related to or affected by Net Credited Service.

5. Any service pension eligible CWA-represented employee covered by the 2004 Collective Bargaining Agreement, whose work is moving outside CWA District 4 to a CWA-represented bargaining unit in any other Participating Company, may, in lieu of any involuntary Termination Payment, otherwise applicable under the terms of the 2004 Collective Bargaining Agreement, Article 26, Training and Employment Security, 26.54 through 26.60, elect to retire and receive a pension benefit enhanced by an amount equivalent to 120 percent of the otherwise applicable involuntary Termination Payment. A Supplemental Income Protection Program payment is not an involuntary Termination Payment for these purposes.

6. The Union agrees that it will not seek to alter any existing Bargaining Units in any SBC Company on the basis of any movement or transfer of employees between said companies as a result of this Agreement. Further, the Union will not, on the basis of this

Agreement or change in operations or practices made by Participating Companies as a result of this Agreement, in any pleading, petition, complaint or proceeding before the National Labor Relations Board, an arbitrator or panel of arbitrators, or any court, assert, claim, charge or allege that such companies are a single or joint employer or enterprise, alter egos, accretions or successors of one another, or that any bargaining units of said entities represented by or sought to be represented by the Union are a single bargaining unit, or are or should be otherwise altered in their scope or composition. This commitment on the part of the Union will survive the expiration of this Memorandum, unless and until such time as this commitment is terminated by the mutual written agreement of the parties.

7. This Agreement is effective for the duration of the 2004 Collective Bargaining Agreement.

COMMUNICATIONS WORKERS OF AMERICA

By _____
Jeffrey Rechenbach
Vice President-CWA District 4

Ameritech Corporation, Illinois Bell, Indiana Bell Telephone Company Incorporated, The Ohio Bell Telephone Company, Wisconsin Bell, Inc., Michigan Bell Telephone Company, and the Business Units specified as divisions of Ameritech Services, Inc. in the 2004 Collective Bargaining Agreement

By _____
Ronald H. Wells
Vice President-Labor Relations

MEMORANDUM OF AGREEMENT

REGARDING

SERVICE OPERATORS

The Company and Union have agreed to include the title "Service Operator" in the Collective Bargaining Agreement, dated April 4, 2004 through April 4, 2009.

The Service Operator title will perform Wholesale Operator Services work, which includes directory assistance and information services for wireless and other non-competing carriers.

Service Operators will be exempt from shift differentials and Article 27 of the Collective Bargaining Agreement.

Scheduling will be in accordance with Article 17 of the Collective Bargaining Agreement with the follow exception: "Full-time employees shall be assigned a fifteen (15) minute break during each session of their assigned shift. Such breaks shall be assigned no earlier than one and one half (1 ½) hours after the start of a session nor later than one (1) hour before the end of a session."

In the event SBC Midwest Operator Services requires employees to work split shifts, the Company and the Union will meet and discuss the parameters for split shifts prior to implementing split shifts to the Service Operators.

Non-Wholesale Market work will not be transferred to Service Operators if such transfer of work would result in a force adjustment, office merger, and/or surplus condition within SBC Midwest Operator Services.

All other provisions of the 2004 Collective Bargaining Agreement will apply unless specified in this Memorandum of Agreement.

The Company and Union agree to meet and discuss any and all other issues that may arise concerning the inclusion of the Service Operator title in the Collective Bargaining Agreement.

This Memorandum will remain in effect through the term of the 2004 Collective Bargaining Agreement between the parties.

AGREED:

FOR THE UNION:

Larry M Handley

Larry M. Handley
CWA International Representative

April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations

April 4, 2004
Date

JOB DUTIES
I & R
(SERVICE TECHNICIAN)

1. Installs, rearranges, moves and disconnects equipment on customer premises, but not including that which is considered top craft work.

   - Can replace non-complex defective equipment, line and channel packs, etc.

2. Works inside or outside of buildings and on telephone poles to repair damaged or broken equipment, to restore service, or to check equipment and make necessary connections to provide telephone service.

3. Tests for, locates, clears all faults and defects and performs preventive routines on all size distribution cables, but not that which is considered top craft work.

   - Opening, repairing and closing lead cable is top craft work.

   - Mid-span opening, repairing and closing of cable is top craft work.

4. Sends tone and tests for cable pair identification including placing and removal of heat coils, carbons, and blocks in central offices and buildings, but not that which is considered top craft work. This also includes assisting other higher level craft in the performance of these duties for purposes of locating and clearing all faults and defects.

5. Sells appropriate items of telephone service on contacts with customers.

6. Installs telephone booths, shelves and associated coin telephones, including electrical service and performs the mechanical maintenance of the equipment.

7. Performs reconcentration (recon) of drops and inside wire.

8. Operates load coil detector when checking for loaded cable (go/no-go type of tests).

9. Checks for shorts, grounds, open battery and/or DC continuity.

10. Mounts terminating channel equipment, installs and maintains non-designed special service circuits (those which do not extend beyond one wire center), and places cross-connections in underground boxes and in other outside plant connection points.

11. Places outside drop wire and inside wire on customer premises.

12. Works with and assists other craft level employees. Orders, receives, dispenses and stores materials.

PICS
(INVENTORY SPECIALIST)

1. Performs the following functions related to plug-in equipment: packaging, unpackaging, locating, transporting, ordering, storing, inventorying, and coordinating transfers and plug disposition.

2. Performs all activities related to the procurement of plug-in equipment.

3. Interacts with administrative and operational support systems associated with the outlined job duties.

4. Monitors, maintains and updates the "IDP" administration system in central office and garage locations.

CENTRAL OFFICE
(NETWORK TECHNICIAN)

1. Performs routine maintenance on various power equipment in central offices including the locating and clearing of associated electric faults; also performs certain other routines (frame, safety, and environmental).

   - Leveling and work inside the rectifier cabinet is top craft work.
   - Semi-annual and annual power routines are top craft work.
   - The analyzation of alarm logs and the diagnostics of the power room is top craft work.

2. Handles disconnect work on Central Office frames, cross connect work on distributing frames and continuity testing for installation work, for both designed and non-designed circuits.

   - Toll equipment acceptance is top craft work.
   - Final testing for turn up of designed circuits is top craft work.

3. Provides assistance on other types of frame work, e.g., placing shoes, sending tone, opening and testing pairs including placing and removal of heat coils, carbons and blocks.

4. Orders, handles, options and performs initial installation and disconnects of channel packs for service order operations.

   - Option setting on common equipment and processors is top craft work.

5. Interacts with computerized support systems associated with routine service orders and maintenance.

6. Assists in verification, minor trouble correction and cutovers under the direction of higher level technicians (e.g., change heat coils, replace non-complex defective equipment, change line, trunk, and other transport channel packs, etc.).

   - Work beyond the change-out of equipment specified by the design of a circuit is top craft work.

7. Performs equipment inventory verification checks on central office equipment.

8. Handles service orders and other documents related to Central Office operations.

9. Orders, unpacks and stores supplies.

CONSTRUCTION
(CONSTRUCTION TECHNICIAN)

1. Transports, places, removes and rearranges poles and cable including buried, aerial and underground.

   - Makes cable terminations and connections, single pair at a time, (using discrete wire connectors such as "Scotch-Locks") on new construction or "C" type work which does not require specialized tools.

2. Places tags on poles and cables.

3. Digs holes, splicing pits, trenches and similar openings.

4. Reads prints that indicate where equipment is to be placed.

5. Tests, ventilates and sets work area protection for underground work. Serves, as required, as second person on job to meet safety and legal requirements. Also serves as second person on air pressure crews.

   - Communications Technicians working air pressurization will work under the direction of top craft.

6. Performs reconcentration (recon) of drops and inside wire.

7. Sends tone and tests for cable pair identification including placing and removal of heat coils, carbons, and blocks in central offices and buildings, but not that which is considered top craft work. This also includes assisting other higher level craft in the performance of these duties for purposes of locating and clearing all faults and defects.

8. Orders, receives and stores materials, and prepares necessary time and inventory reports. Handles associated supply yard functions.

MEMORANDUM OF AGREEMENT

REGARDING SERVICE TECHNICIANS, CONSTRUCTION TECHNICIANS, NETWORK TECHNICIANS AND INVENTORY SPECIALISTS

The Company agrees that the number of CWA-represented employees holding the combined job titles of Service Technician, Construction Technician, Network Technician and Inventory Specialist, when taken as a percentage of the total number of CWA-represented top craft employees, will not exceed twenty-five percent (25%).

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

WAGE ZONES

ILLINOIS:	Zone 1
INDIANA:	Zone 2
	Zone 3
	Zone 4
	Zone 5
MICHIGAN:	Zone 6
	Zone 7
OHIO:	Zone 8
	Zone 9
	Zone 10
	Zone 11
WISCONSIN:	Zone 12
	Zone 13

APPENDIX B / WAGE ZONES & LOCATIONS

ILLINOIS

WAGE ZONE 1

ARLINGTON HEIGHTS
BELLEVILLE
BLOOMINGTON
CAHOKIA
CANTONE
CHICAGO
CHICAGO HEIGHTS
CICERO
DANVILLE
DECATUR
EAST ST. LOUIS
EDGEMONT
ELMHURST
GENEVA
GRANITE CITY
HARVEY
JOLIET
LANSING
LIBERTYVILLE
LOMBARD
O'FALLON
PEORIA
PONTOON BEACH
SPRINGFIELD
WAUKEGAN
WHEATON

INDIANA

WAGE ZONE 2

GARY
HAMMOND

WAGE ZONE 3

ACTON
BROWNSBURG
CARMEL
CUMBERLAND
DANVILLE
FISHERS
GREENFIELD
GREENWOOD
INDIANAPOLIS
MOORESVILLE
NEW AUGUSTA
NEW PALESTINE
NOBLESVILLE
OAKLANDON
PLANFIELD
WEST NEWTON
ZIONSVILLE

WAGE ZONE 4

CULVER
KOKOMO
MICHIGAN CITY
MISHAWAKA
OSCEOLA
SOUTH BEND

WAGE ZONE 5

ALEXANDRIA
ANDERSON
ATTICA
AUBURN
BEDFORD
BLOOMINGTON
BLUFFTON
BOONVILLE
BUCK CREEK
CHARLESTOWN
CHESTERFIELD
CLINTON
COLUMBUS
COVINGTON
CRAWFORDSVILLE
ELWOOD
EVANSVILLE
FOWLER
FRANKFORT
HARTFORD CITY
HELTONVILLE
HUNTINGTON
JEFFERSONVILLE
LEBANON
LINTON
MARION
MARTINSVILLE
MCCUTCHANVILLE
MECCA
MT. VERNON
MUNCIE
NASHVILLE
NEW ALBANY
NEW CASTLE
NEWBURGH
PERU
ROCKPORT
ROCKVILLE
SELLERSBURG
SHELBYVILLE
SPENCER
ST. JOSEPH
ST. PHILIP
TELL CITY
VINCENNES
WASHINGTON

APPENDIX B / WAGE ZONES & LOCATIONS

MICHIGAN

WAGE ZONE 6

DETROIT
HIGHLAND PARK

WAGE ZONE 7

ADA
ALBION
ALGONAC
ALLEN PARK
ANN ARBOR
BAD AXE
BALDWIN
BATTLE CREEK
BAY CITY
BELLEVILLE
BENTON HARBOR
BEULAH
BIG RAPIDS
BIRMINGHAM
BLOOMFIELD
BOYNE CITY
BRIDGEPORT
BRIGHTON
BUCHANAN
CADILLAC
CALUMET
CANTON
CEDAR SPRINGS
CENTERLINE
CHARLEVOIX
CHARLOTTE
CHEBOYGAN
CHELSEA
CLARE
CLARKSTON
CLAWSON
CLIO
COMMERCE
COMSTOCK PARK
CROSWELL
CRYSTAL FALLS
DEARBORN
DEXTER
DRAYTON PLAINS
DUTTON LAKE
EAST LANSING
EAST TAWAS
ELK RAPIDS
ESCANABA
FAIRGROVE
FARMINGTON
FARMINGTON HILLS
FENTON
FLAT ROCK
FLINT
FREEMONT
GALESBURG
GLADWIN
GRAND HAVEN
GRAND RAPIDS
GREENVILLE
HANCOCK
HASTINGS
HILLSDALE
HOLLAND
HOLT
HOWELL
HUDSONVILLE
INDIAN RIVER
IONIA
IRON MOUNTAIN
IRON RIVER
IRONWOOD
ISHPEMING
JACKSON
KALAMAZOO
KALKASKA
LINDEN
LAKE ORION
LANSING
LINCOLN PARK
LIVONIA
LOWELL
MANCELONA
MANISTEE
MARINE CITY
MARNE
MARQUETTE
MARSHALL
MARYSVILLE
MENOMINEE
MIDLAND
MONROE
MT. CLEMENS
NEW BALTIMORE
NEW BUFFALO
NEWAYGO
NEWBERRY
NILES WEST
NORTHVILLE
OAK PARK
OKEMOS
OSHTEMO
PETOSKY
PLAINWELL
PLYMOUTH
PONTIAC
PORT HURON
REDFORD TWNSHIP
REED CITY
RICHLAND
ROCHESTER HILLS
ROCKFORD
ROMEO
ROMULUS
ROSEVILLE
ROYAL OAK
SAULT STE. MARIE
SAGINAW
SCOTTVILLE
SOUTH LYON
SOUTHFIELD
ST. IGNACE
STANDISH
STERLING HEIGHTS
TAWAS CITY
TAYLOR
TRAVERSE CITY
TRENTON
TROY
UNION LAKE
UTICA
VASSAR
WALLED LAKE
WARREN
WASHINGTON
WAYLAND
WEST BRANCH
WESTLAND
WHITE CLOUD
WILLIS
WYANDOTTE
WYOMING
YPSILANTI

APPENDIX B / WAGE ZONES & LOCATIONS

OHIO

WAGE ZONE 8

CLEVELAND(DOWNTOWN)

WAGE ZONE 9

BEACHWOOD
BEDFORD
BEREA
BOSTON HEIGHTS
BRECKSVILLE
BROOK PARK
BROOKLYN HEIGHTS
BURTON
CLEVELAND
CLEVELAND HEIGHTS
EUCLID
HIGHLAND HEIGHTS
INDEPENDENCE
LAKEWOOD
MAPLE HEIGHTS
MAYFIELD HEIGHTS
MENTOR
NORTH OLMSTED
NORTH ROYALTON
PAINSEVILLE
PARMA
ROCKY RIVER
SHAKER HEIGHTS
SOLON
SOUTH EUCLID
STRONGSVILLE
WESTLAKE
WILLOUGHBY

WAGE ZONE 10

AKRON
ALLIANCE
BARBERTON
BEAVERCREEK
BOARDMAN TWP.
BUTLER TWP.
CANAL FULTON
CANTON
CANTON TWP.
COLUMBIANA
COLUMBUS
COVENTRY TWP.
CUYAHOGA FALLS
DAYTON
DUBLIN
EAST LIVERPOOL
FAIRBORN
FRANKLIN
GREEN TWP
HAMILTON TWP.
HILLIARD
HOLLAND
HUBBARD
KENT
KETTERING
LISBON
MADISON TWP.
MASSILLON
MAUMEE
MIAMISBURG
MIFFLIN TWP.
MUSKINGUM TWP
NEW ALBANY
NEW WATERFORD
NILES
OREGON
PERRYSBURG
PERRYSBURG TWP.
PERRY TWP.
PLAIN TOWNSHIP
PRAIRIE TWP.
RAVENNA
SALEM
SALEM TOWNSHIP
SPRINGFIELD TWP.
STOW
STRUTHERS
TALLMADGE
TOLEDO
UPPER ARLINGTON
VANDALIA
WASHINGTON TWP.
WESTERVILLE
WORTHINGTON
YOUNGSTOWN

WAGE ZONE 11

BARNSVILLE
CHILLICOTHE
COSHOCTON
FINDLAY
FOSTORIA
FREMONT
GALLIPOLIS
HILLSBORO
HOPEWELL TWP.
IRONTON
JACKSON TWP.
LANCASTER
LIBERTY TWP.
LONDON
LOUISVILLE
MARIETTA
MARTINS FERRY
MIDDLETOWN
MOOREFIELD TWP.
NELSONVILLE
NEW CARLISLE
NEW LEXINGTON
PEASE TWP.
PIQUA
SANDUSKY
SPRINGFIELD
ST. CLAIRSVILLE
STEUBENVILLE
TIFFIN
UHRICHSVILLE
UNION TWP.
UPPER SANDUSKY
WASHINGTON COURTHOUSE
WINCHESTER
WOODSFIELD
XENIA
ZANESVILLE

APPENDIX B / WAGE ZONES & LOCATIONS

WISCONSIN

WAGE ZONE 12

BROOKFIELD
BURLINGTON
CALEDONIA
CEDARBURG
GREENFIELD
HALES CORNERS
HARTLAND
HUBBERTUS
JACKSON
KENOSHA
MADISON
MENOMONEE FALLS
MILWAUKEE
MUSKEGO
NEW BERLIN
OAK CREEK
PEWAUKEE
PORT WASHINGTON
RACINE
STOUGHTON
SUSSEX
UNION GROVE
WAUKESHA
WAUWATOSA
WEST ALLIS
WEST BEND

WAGE ZONE 13

APPLETON
BEAVER DAM
BELOIT
BERLIN
CHIPPEWA FALLS
DE PERE
DELAVAN
EAU CLAIRE
FOND DU LAC
FORT ATKINSON
GREEN BAY
HUDSON
JANESVILLE
KAUKAUNA
KEWAUNEE
LAKE GENEVA
MANITOWOC
MENOMONEE
NEENAH
NEW LONDON
OCONOMOWOC
OSHKOSH
RIVER FALLS
SHEBOYGAN
STEVENS POINT
STURGEON BAY
WATERTOWN
WAUPACA
WHITEWATER

TITLE	ZONES												
	1	2	3	4	5	6	7	8	9	10	11	12	13
	Page	Page	Page	Page	Page	Page	Page	Page	Page	Page	Page	Page	Page
Account Representative						206	206					206	
Administrative Specialist	222		222	222	223	223	223	223	224	224	224	224	224
Advanced Computer Attendant	215		215	167	168	216	216	216	217	217	217	217	218
Asset Coordinator	218		218	219	219	219	220	220	220	221	221	221	222
Automotive Equipment Technician	147		182	182	183	183	183	148	149	149	149	183	184
Building Attendant												232	
Building Equipment Mechanic						229	230						
Building Maintainer			229										
Building Master Mechanic								231					
Building Mechanic							230						
Building Service Attendant			229										
Building Servicer	228					228	228						
Building Technician								231	231	231			
Building Worker												232	

TITLE	ZONES												
	1	2	3	4	5	6	7	8	9	10	11	12	13
	Page	Page	Page	Page	Page	Page	Page	Page	Page	Page	Page	Page	Page
Cleaner						230							
Clerical Associate	225		225	225	226	226	226	226	227	227	227	227	228
Coin Office Clerk						198	198						
Collection Specialist						207	207						
Communications Assistant	174		174	174	175	175	175	175	176	176		176	176
Communications Coordinator	218		218	219	219	219	220	220	220	221	221	221	222
Communications Technician	151		151	151	151	152	152	152	152	153	153	153	153
Computer Attendant	218		218	219	219	219	220	220	220	221	221	221	222
Computer Systems Technician							148						
Construction Technician	154		154	154	155	155	155	156	156	156	157	157	157
Consumer Product Specialist						207	207						
Customer Advocate	198		199	199	199	200	200	200	201	201	201	202	202
Customer Services Specialist	147		147	147	147	148	148	148	149	149	149	150	150

TITLE	ZONES												
	1	2	3	4	5	6	7	8	9	10	11	12	13
	Page	Page	Page	Page	Page	Page	Page	Page	Page	Page	Page	Page	Page
Design Specialist	161		161	161	161	162	162	162	162	163	163	163	163
Distribution Center Maintenance Technician				193									
Distribution Operator	193	193	193	194	194	194	194	195	195	195	195	196	196
Drafter						198	198						
Equipment Maintenance Mechanic			229										
Executive Appeals Specialist			202					202					
Facilities Attendant			158	158	158	159	159	159	159	160	160	160	160
Facilities Specialist	161		161	161	161	162	162	162	162	163	163	163	163
Garage Attendant												186	186
Graphics Specialist						214	215	148	149	149	149		
House Service Attendant								232		232			
Heavy Vehicle Driver			190	190		191	191	191	191	192	192	192	192
Inventory Specialist	154		154	154	155	155	155	156	156	156	157	157	157
Investment Recovery Specialist							196	197	197	197	197		

TITLE	ZONES												
	1	2	3	4	5	6	7	8	9	10	11	12	13
	Page	Page	Page	Page	Page	Page	Page	Page	Page	Page	Page	Page	Page
Light Delivery Driver			184			184	184	185	185	185	185	186	186
Listing Associate	218		218	219	219	219	220	220	220	221	221	221	222
Maintenance Administrator	158		158	158	158	159	159	159	159	160	160	160	160
Network Technician	154		154	154	155	155	155	156	156	156	157	157	157
Operator	174		174	174	175	175	175	175	176	176		176	176
Operator Services Assistant	177		177	177	177	178	178	178	178	179		179	179
Operator Services Clerk	177		177	177	177	178	178	178	178	179		179	179
Order Writer			203	203	204	204	204	204	205	205	205	205	
Outside Plant Technician						150	150						
Pay Phone Sales Representative								210	210	211	211		
Pay Phone Services Associate	211	211	212	212	212	212	213	213	213	213	214	214	214
Project Assistant						198	198						
Provisioning Specialist	164		164	164	164	165	165	165	165	166	166	166	166
Purchasing Services Specialist	218		218	219	219	219	220	220	220	221	221	221	222

TITLE	ZONES												
	1	2	3	4	5	6	7	8	9	10	11	12	13
	Page	Page	Page	Page	Page	Page	Page	Page	Page	Page	Page	Page	Page
Sales and Service Specialist	207		207	208	208	208	208	209	209	209	209	210	210
Scheduler						169	169	169	170				
Senior Coin Clerk						214	215						
Senior Building Servicer							230						
Senior Special Service Assistant						214	215						
Service Assistant	179		180	180	180	180	181	181	181	181		182	182
Service Operator										233			
Service Representative	198		199	199	199	200	200	200	201	201	201	202	202
Service Technician	154		154	154	155	155	155	156	156	156	157	157	157
Special Facilities Assistant						187							
Special Services Assistant						198	198						
Specialist												167	
Stock Attendant	170		170	170	171	171	171	171	172	172	172	172	173
Supplies Attendant						187	187	171	172	172	172		

TITLE	ZONES												
	1	2	3	4	5	6	7	8	9	10	11	12	13
	Page	Page	Page	Page	Page	Page	Page	Page	Page	Page	Page	Page	Page
Supply Attendant			187	188	188	188	188	189	189	189	189	190	190
Support Specialist	198		199	199	199	200	200	200	201	201	201	202	202
Technical Associate	218		218	219	219	219	220	220	220	221	221	221	222
Technical Specialist	215		215	215	216	216	216	216	217	217	217	217	218
Technician - Client Help Center	168		168	168	169	169	169						
Technician - Data Administration						169	169					167	167
Technician - Storage Management						173	173					173	174
Telecommunications Specialist	147		147	147	147	148	148	148	149	149	149	150	150
Telephone Account Representative												203	203
Teller		206	170	170	171	171	171	223	224	224	224	172	173
Warehouse Dispatcher				196									

CUSTOMER SERVICES SPECIALIST
TELECOMMUNICATIONS SPECIALIST
AUTOMOTIVE EQUIPMENT TECHNICIAN

ZONE 1	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	309.50	317.00	325.00	332.50	340.00
07 - 12	352.50	361.50	370.50	379.00	387.50
13 - 18	401.00	411.00	421.50	431.00	440.50
19 - 24	456.50	468.00	479.50	490.50	501.50
25 - 30	519.00	532.00	545.50	558.00	570.50
31 - 36	591.00	606.00	621.00	635.00	649.50
37 - 42	672.50	689.50	706.50	722.50	739.00
43 - 48	765.50	784.50	804.00	822.00	840.50
49 - 54	871.50	893.50	916.00	936.50	957.50
55 - 60	991.50	1,016.50	1,042.00	1,065.50	1,089.50
MAX 61+	1,128.50	1,156.50	1,185.50	1,212.00	1,239.50
	PENSION BAND		223		

CUSTOMER SERVICES SPECIALIST
TELECOMMUNICATIONS SPECIALIST

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	308.00	315.50	323.50	331.00	338.50
07 - 12	349.50	358.00	367.00	375.50	384.00
13 - 18	397.00	407.00	417.00	426.50	436.00
19 - 24	450.50	462.00	473.50	484.00	495.00
25 - 30	511.00	524.00	537.00	549.00	561.50
31 - 36	580.00	594.50	609.50	623.00	637.00
37 - 42	658.50	675.00	692.00	707.50	723.50
43 - 48	747.00	765.50	784.50	802.00	820.00
49 - 54	847.50	868.50	890.00	910.00	930.50
55 - 60	962.50	986.50	1,011.00	1,033.50	1,057.00
MAX 61+	1,092.00	1,119.50	1,147.50	1,173.50	1,200.00
	PENSION BAND		222		

CUSTOMER SERVICES SPECIALIST
TELECOMMUNICATIONS SPECIALIST

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	290.00	297.50	305.00	312.00	319.00
07 - 12	331.00	339.50	348.00	356.00	364.00
13 - 18	377.00	386.50	396.00	405.00	414.00
19 - 24	430.00	441.00	452.00	462.00	472.50
25 - 30	490.00	502.50	515.00	526.50	538.50
31 - 36	558.50	572.50	587.00	600.00	613.50
37 - 42	636.50	652.50	669.00	684.00	699.50
43 - 48	725.50	743.50	762.00	779.00	796.50
49 - 54	827.00	847.50	868.50	888.00	908.00
55 - 60	942.50	966.00	990.00	1,012.50	1,035.50
MAX 61+	1,074.50	1,101.50	1,129.00	1,154.50	1,180.50
	PENSION BAND		221		

CUSTOMER SERVICES SPECIALIST
TELECOMMUNICATIONS SPECIALIST

ZONE 5	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	289.00	296.00	303.50	310.50	317.50
07 - 12	329.50	337.50	346.00	354.00	362.00
13 - 18	376.00	385.50	395.00	404.00	413.00
19 - 24	428.50	439.00	450.00	460.00	470.50
25 - 30	488.00	500.00	512.50	524.00	536.00
31 - 36	556.50	570.50	585.00	598.00	611.50
37 - 42	634.50	650.50	667.00	682.00	697.50
43 - 48	723.00	741.00	759.50	776.50	794.00
49 - 54	824.50	845.00	866.00	885.50	905.50
55 - 60	940.00	963.50	987.50	1,009.50	1,032.00
MAX 61+	1,071.50	1,098.50	1,126.00	1,151.50	1,177.50
	PENSION BAND		221		

CUSTOMER SERVICES SPECIALIST
TELECOMMUNICATIONS SPECIALIST

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	281.00	288.00	295.00	301.50	308.50
07 - 12	323.50	331.50	340.00	347.50	355.50
13 - 18	372.00	381.50	391.00	400.00	409.00
19 - 24	428.00	438.50	449.50	459.50	470.00
25 - 30	492.00	504.50	517.00	528.50	540.50
31 - 36	566.50	580.50	595.00	608.50	622.00
37 - 42	652.00	668.50	685.00	700.50	716.50
43 - 48	749.50	768.00	787.00	804.50	822.50
49 - 54	863.00	884.50	906.50	927.00	948.00
55 - 60	992.50	1,017.50	1,043.00	1,066.50	1,090.50
MAX 61+	1,142.00	1,170.50	1,200.00	1,227.00	1,254.50
	PENSION BAND		224		

CUSTOMER SERVICES SPECIALIST
TELECOMMUNICATIONS SPECIALIST
COMPUTER SYSTEMS TECHNICIAN

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	276.00	283.00	290.00	296.50	303.00
07 - 12	317.50	325.50	333.50	341.00	348.50
13 - 18	365.50	374.50	384.00	392.50	401.50
19 - 24	421.00	431.50	442.50	452.50	462.50
25 - 30	484.50	496.50	509.00	520.50	532.00
31 - 36	557.50	571.50	586.00	599.00	612.50
37 - 42	641.50	657.50	674.00	689.00	704.50
43 - 48	738.50	757.00	776.00	793.50	811.50
49 - 54	850.00	871.50	893.50	913.50	934.00
55 - 60	978.50	1,003.00	1,028.00	1,051.00	1,074.50
MAX 61+	1,126.50	1,154.50	1,183.50	1,210.00	1,237.00
	PENSION BAND		223		

CUSTOMER SERVICES SPECIALIST
TELECOMMUNICATIONS SPECIALIST
AUTOMOTIVE EQUIPMENT TECHNICIAN
GRAPHICS SPECIALIST

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	275.50	282.50	289.50	296.00	302.50
07 - 12	317.00	325.00	333.00	340.50	348.00
13 - 18	365.50	374.50	384.00	392.50	401.50
19 - 24	421.50	432.00	443.00	453.00	463.00
25 - 30	485.50	497.50	510.00	521.50	533.00
31 - 36	559.50	573.50	588.00	601.00	614.50
37 - 42	645.00	661.00	677.50	692.50	708.00
43 - 48	743.00	761.50	780.50	798.00	816.00
49 - 54	856.50	878.00	900.00	920.50	941.00
55 - 60	987.00	1,011.50	1,037.00	1,060.50	1,084.50
MAX 61+	1,137.50	1,166.00	1,195.00	1,222.00	1,249.50
	PENSION BAND		224		

CUSTOMER SERVICES SPECIALIST
TELECOMMUNICATIONS SPECIALIST
AUTOMOTIVE EQUIPMENT TECHNICIAN
GRAPHICS SPECIALIST

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.00	277.00	284.00	290.50	297.00
07 - 12	311.00	319.00	327.00	334.50	342.00
13 - 18	359.00	368.00	377.00	385.50	394.00
19 - 24	414.50	425.00	435.50	445.50	455.50
25 - 30	478.50	490.50	503.00	514.50	526.00
31 - 36	552.00	566.00	580.00	593.00	606.50
37 - 42	637.00	653.00	669.50	684.50	700.00
43 - 48	735.00	753.50	772.50	790.00	808.00
49 - 54	848.00	869.00	890.50	910.50	931.00
55 - 60	978.50	1,003.00	1,028.00	1,051.00	1,074.50
MAX 61+	1,129.00	1,157.00	1,186.00	1,212.50	1,240.00
	PENSION BAND		223		

CUSTOMER SERVICES SPECIALIST
TELECOMMUNICATIONS SPECIALIST
AUTOMOTIVE EQUIPMENT TECHNICIAN
GRAPHICS SPECIALIST

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	257.00	263.50	270.00	276.00	282.00
07 - 12	298.00	305.50	313.00	320.00	327.00
13 - 18	345.50	354.00	363.00	371.00	379.50
19 - 24	400.50	410.50	421.00	430.50	440.00
25 - 30	464.00	475.50	487.50	498.50	509.50
31 - 36	537.50	551.00	565.00	577.50	590.50
37 - 42	623.00	638.50	654.50	669.00	684.00
43 - 48	722.00	740.00	758.50	775.50	793.00
49 - 54	837.00	858.00	879.50	899.50	919.50
55 - 60	970.00	994.50	1,019.50	1,042.50	1,066.00
MAX 61+	1,124.50	1,152.50	1,181.50	1,208.00	1,235.00
	PENSION BAND		223		

CUSTOMER SERVICES SPECIALIST
TELECOMMUNICATIONS SPECIALIST
AUTOMOTIVE EQUIPMENT TECHNICIAN
GRAPHICS SPECIALIST

ZONE 11	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	245.50	251.50	258.00	264.00	270.00
07 - 12	285.00	292.00	299.50	306.00	313.00
13 - 18	331.00	339.50	348.00	356.00	364.00
19 - 24	384.00	393.50	403.50	412.50	422.00
25 - 30	446.50	457.50	469.00	479.50	490.50
31 - 36	518.00	531.00	544.50	557.00	569.50
37 - 42	602.00	617.00	632.50	646.50	661.00
43 - 48	699.00	716.50	734.50	751.00	768.00
49 - 54	812.00	832.50	853.50	872.50	892.00
55 - 60	943.00	966.50	990.50	1,013.00	1,036.00
MAX 61+	1,095.00	1,122.50	1,150.50	1,176.50	1,203.00
	PENSION BAND		222		

WAGE SCHEDULES

CUSTOMER SERVICES SPECIALIST
TELECOMMUNICATIONS SPECIALIST

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	282.00	289.00	296.00	302.50	309.50
07 - 12	323.50	331.50	340.00	347.50	355.50
13 - 18	370.50	380.00	389.50	398.50	407.50
19 - 24	424.50	435.00	446.00	456.00	466.50
25 - 30	486.00	498.00	510.50	522.00	533.50
31 - 36	556.50	570.50	585.00	598.00	611.50
37 - 42	637.50	653.50	670.00	685.00	700.50
43 - 48	730.50	749.00	767.50	785.00	802.50
49 - 54	837.00	858.00	879.50	899.50	919.50
55 - 60	959.00	983.00	1,007.50	1,030.00	1,053.00
MAX 61+	1,098.50	1,126.00	1,154.00	1,180.00	1,206.50
	PENSION BAND		222		

CUSTOMER SERVICES SPECIALIST
TELECOMMUNICATIONS SPECIALIST

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	282.00	289.00	296.00	302.50	309.50
07 - 12	322.50	330.50	339.00	346.50	354.50
13 - 18	368.00	377.00	386.50	395.00	404.00
19 - 24	421.00	431.50	442.50	452.50	462.50
25 - 30	481.00	493.00	505.50	517.00	528.50
31 - 36	550.00	564.00	578.00	591.00	604.50
37 - 42	628.00	643.50	659.50	674.50	689.50
43 - 48	717.50	735.50	754.00	771.00	788.50
49 - 54	820.00	840.50	861.50	881.00	901.00
55 - 60	937.50	961.00	985.00	1,007.00	1,029.50
MAX 61+	1,071.00	1,098.00	1,125.50	1,151.00	1,177.00
	PENSION BAND		221		

OUTSIDE PLANT TECHNICIAN

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	281.00	288.00	295.00	301.50	308.50
07 - 12	322.50	330.50	339.00	346.50	354.50
13 - 18	370.50	380.00	389.50	398.50	407.50
19 - 24	425.00	435.50	446.50	456.50	467.00
25 - 30	487.50	499.50	512.00	523.50	535.50
31 - 36	559.50	573.50	588.00	601.00	614.50
37 - 42	642.00	658.00	674.50	689.50	705.00
43 - 48	737.00	755.50	774.50	792.00	810.00
49 - 54	845.50	866.50	888.00	908.00	928.50
55 - 60	970.50	995.00	1,020.00	1,043.00	1,066.50
MAX 61+	1,114.00	1,142.00	1,170.50	1,197.00	1,224.00
	PENSION BAND		223		

OUTSIDE PLANT TECHNICIAN

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	276.00	283.00	290.00	296.50	303.00
07 - 12	316.50	324.50	332.50	340.00	347.50
13 - 18	363.50	372.50	382.00	390.50	399.50
19 - 24	417.00	427.50	438.00	448.00	458.00
25 - 30	479.00	491.00	503.50	515.00	526.50
31 - 36	550.00	564.00	578.00	591.00	604.50
37 - 42	631.50	647.50	663.50	678.50	694.00
43 - 48	724.50	742.50	761.00	778.00	795.50
49 - 54	832.00	853.00	874.50	894.00	914.00
55 - 60	954.50	978.50	1,003.00	1,025.50	1,048.50
MAX 61+	1,096.00	1,123.50	1,151.50	1,177.50	1,204.00
	PENSION BAND		222		

COMMUNICATIONS TECHNICIAN

ZONE 1	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	291.50	299.00	306.50	313.50	320.50
07 - 12	325.00	333.00	341.50	349.00	357.00
13 - 18	362.00	371.00	380.50	389.00	398.00
19 - 24	403.00	413.00	423.50	433.00	442.50
25 - 30	449.00	460.00	471.50	482.00	493.00
31 - 36	500.00	512.50	525.50	537.50	549.50
37 - 42	557.00	571.00	585.50	598.50	612.00
43 - 48	620.00	635.50	651.50	666.00	681.00
49 - 54	690.50	708.00	725.50	742.00	758.50
55 - 60	769.00	788.00	807.50	825.50	844.00
MAX 61+	857.00	878.50	900.50	921.00	941.50
	PENSION BAND		214		

COMMUNICATIONS TECHNICIAN

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	308.00	315.50	323.50	331.00	338.50
07 - 12	339.00	347.50	356.00	364.00	372.00
13 - 18	374.00	383.50	393.00	402.00	411.00
19 - 24	411.50	422.00	432.50	442.00	452.00
25 - 30	453.50	465.00	476.50	487.00	498.00
31 - 36	499.50	512.00	525.00	537.00	549.00
37 - 42	550.00	564.00	578.00	591.00	604.50
43 - 48	606.00	621.00	636.50	651.00	665.50
49 - 54	667.00	683.50	700.50	716.50	732.50
55 - 60	735.00	753.50	772.50	790.00	808.00
MAX 61+	809.50	829.50	850.00	869.00	888.50
	PENSION BAND		212		

COMMUNICATIONS TECHNICIAN

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	308.00	315.50	323.50	331.00	338.50
07 - 12	339.00	347.50	356.00	364.00	372.00
13 - 18	374.00	383.50	393.00	402.00	411.00
19 - 24	411.50	422.00	432.50	442.00	452.00
25 - 30	453.50	465.00	476.50	487.00	498.00
31 - 36	499.50	512.00	525.00	537.00	549.00
37 - 42	550.00	564.00	578.00	591.00	604.50
43 - 48	606.00	621.00	636.50	651.00	665.50
49 - 54	667.00	683.50	700.50	716.50	732.50
55 - 60	735.00	753.50	772.50	790.00	808.00
MAX 61+	809.50	829.50	850.00	869.00	888.50
	PENSION BAND		212		

COMMUNICATIONS TECHNICIAN

ZONE 5	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	308.00	315.50	323.50	331.00	338.50
07 - 12	339.00	347.50	356.00	364.00	372.00
13 - 18	374.00	383.50	393.00	402.00	411.00
19 - 24	411.50	422.00	432.50	442.00	452.00
25 - 30	453.50	465.00	476.50	487.00	498.00
31 - 36	499.50	512.00	525.00	537.00	549.00
37 - 42	550.00	564.00	578.00	591.00	604.50
43 - 48	606.00	621.00	636.50	651.00	665.50
49 - 54	667.00	683.50	700.50	716.50	732.50
55 - 60	735.00	753.50	772.50	790.00	808.00
MAX 61+	809.50	829.50	850.00	869.00	888.50
	PENSION BAND		212		

WAGE SCHEDULES

COMMUNICATIONS TECHNICIAN

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.00	277.00	284.00	290.50	297.00
07 - 12	302.00	309.50	317.00	324.00	331.50
13 - 18	338.00	346.50	355.00	363.00	371.00
19 - 24	378.50	388.00	397.50	406.50	415.50
25 - 30	423.50	434.00	445.00	455.00	465.00
31 - 36	474.00	486.00	498.00	509.00	520.50
37 - 42	530.50	544.00	557.50	570.00	583.00
43 - 48	593.50	608.50	623.50	637.50	652.00
49 - 54	664.50	681.00	698.00	713.50	729.50
55 - 60	744.00	762.50	781.50	799.00	817.00
MAX 61+	833.00	854.00	875.50	895.00	915.00
	PENSION BAND		213		

COMMUNICATIONS TECHNICIAN

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.00	277.00	284.00	290.50	297.00
07 - 12	302.00	309.50	317.00	324.00	331.50
13 - 18	338.00	346.50	355.00	363.00	371.00
19 - 24	378.50	388.00	397.50	406.50	415.50
25 - 30	423.50	434.00	445.00	455.00	465.00
31 - 36	474.00	486.00	498.00	509.00	520.50
37 - 42	530.50	544.00	557.50	570.00	583.00
43 - 48	593.50	608.50	623.50	637.50	652.00
49 - 54	664.50	681.00	698.00	713.50	729.50
55 - 60	744.00	762.50	781.50	799.00	817.00
MAX 61+	833.00	854.00	875.50	895.00	915.00
	PENSION BAND		213		

COMMUNICATIONS TECHNICIAN

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.00	277.00	284.00	290.50	297.00
07 - 12	302.00	309.50	317.00	324.00	331.50
13 - 18	338.00	346.50	355.00	363.00	371.00
19 - 24	378.50	388.00	397.50	406.50	415.50
25 - 30	423.50	434.00	445.00	455.00	465.00
31 - 36	474.00	486.00	498.00	509.00	520.50
37 - 42	530.50	544.00	557.50	570.00	583.00
43 - 48	593.50	608.50	623.50	637.50	652.00
49 - 54	664.50	681.00	698.00	713.50	729.50
55 - 60	744.00	762.50	781.50	799.00	817.00
MAX 61+	833.00	854.00	875.50	895.00	915.00
	PENSION BAND		213		

COMMUNICATIONS TECHNICIAN

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.00	277.00	284.00	290.50	297.00
07 - 12	302.00	309.50	317.00	324.00	331.50
13 - 18	338.00	346.50	355.00	363.00	371.00
19 - 24	378.50	388.00	397.50	406.50	415.50
25 - 30	423.50	434.00	445.00	455.00	465.00
31 - 36	474.00	486.00	498.00	509.00	520.50
37 - 42	530.50	544.00	557.50	570.00	583.00
43 - 48	593.50	608.50	623.50	637.50	652.00
49 - 54	664.50	681.00	698.00	713.50	729.50
55 - 60	744.00	762.50	781.50	799.00	817.00
MAX 61+	833.00	854.00	875.50	895.00	915.00
	PENSION BAND		213		

COMMUNICATIONS TECHNICIAN

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.00	277.00	284.00	290.50	297.00
07 - 12	302.00	309.50	317.00	324.00	331.50
13 - 18	338.00	346.50	355.00	363.00	371.00
19 - 24	378.50	388.00	397.50	406.50	415.50
25 - 30	423.50	434.00	445.00	455.00	465.00
31 - 36	474.00	486.00	498.00	509.00	520.50
37 - 42	530.50	544.00	557.50	570.00	583.00
43 - 48	593.50	608.50	623.50	637.50	652.00
49 - 54	664.50	681.00	698.00	713.50	729.50
55 - 60	744.00	762.50	781.50	799.00	817.00
MAX 61+	833.00	854.00	875.50	895.00	915.00
	PENSION BAND		213		

COMMUNICATIONS TECHNICIAN

ZONE 11	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.00	277.00	284.00	290.50	297.00
07 - 12	302.00	309.50	317.00	324.00	331.50
13 - 18	338.00	346.50	355.00	363.00	371.00
19 - 24	378.50	388.00	397.50	406.50	415.50
25 - 30	423.50	434.00	445.00	455.00	465.00
31 - 36	474.00	486.00	498.00	509.00	520.50
37 - 42	530.50	544.00	557.50	570.00	583.00
43 - 48	593.50	608.50	623.50	637.50	652.00
49 - 54	664.50	681.00	698.00	713.50	729.50
55 - 60	744.00	762.50	781.50	799.00	817.00
MAX 61+	833.00	854.00	875.50	895.00	915.00
	PENSION BAND		213		

COMMUNICATIONS TECHNICIAN

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	282.00	289.00	296.00	302.50	309.50
07 - 12	313.00	321.00	329.00	336.50	344.00
13 - 18	348.50	357.00	366.00	374.00	382.50
19 - 24	387.00	396.50	406.50	415.50	425.00
25 - 30	430.00	441.00	452.00	462.00	472.50
31 - 36	478.00	490.00	502.50	514.00	525.50
37 - 42	531.00	544.50	558.00	570.50	583.50
43 - 48	590.00	605.00	620.00	634.00	648.50
49 - 54	655.50	672.00	689.00	704.50	720.50
55 - 60	728.50	746.50	765.00	782.00	799.50
MAX 61+	809.50	829.50	850.00	869.00	888.50
	PENSION BAND		212		

COMMUNICATIONS TECHNICIAN

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	282.00	289.00	296.00	302.50	309.50
07 - 12	313.00	321.00	329.00	336.50	344.00
13 - 18	348.50	357.00	366.00	374.00	382.50
19 - 24	387.00	396.50	406.50	415.50	425.00
25 - 30	430.00	441.00	452.00	462.00	472.50
31 - 36	478.00	490.00	502.50	514.00	525.50
37 - 42	531.00	544.50	558.00	570.50	583.50
43 - 48	590.00	605.00	620.00	634.00	648.50
49 - 54	655.50	672.00	689.00	704.50	720.50
55 - 60	728.50	746.50	765.00	782.00	799.50
MAX 61+	809.50	829.50	850.00	869.00	888.50
	PENSION BAND		212		

WAGE SCHEDULES

CONSTRUCTION TECHNICIAN
INVENTORY SPECIALIST
NETWORK TECHNICIAN
SERVICE TECHNICIAN

ZONE 1	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	291.50	299.00	306.50	313.50	320.50
07 - 12	328.50	336.50	345.00	353.00	361.00
13 - 18	370.50	380.00	389.50	398.50	407.50
19 - 24	417.00	427.50	438.00	448.00	458.00
25 - 30	469.50	481.00	493.00	504.00	515.50
31 - 36	529.50	542.50	556.00	568.50	581.50
37 - 42	596.00	611.00	626.50	640.50	655.00
43 - 48	671.50	688.50	705.50	721.50	737.50
49 - 54	756.50	775.50	795.00	813.00	831.50
55 - 60	852.00	873.50	895.50	915.50	936.00
MAX 61+	960.00	984.00	1,008.50	1,031.00	1,054.00
	PENSION BAND		217		

CONSTRUCTION TECHNICIAN
INVENTORY SPECIALIST
NETWORK TECHNICIAN
SERVICE TECHNICIAN

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	308.00	315.50	323.50	331.00	338.50
07 - 12	343.50	352.00	361.00	369.00	377.50
13 - 18	384.00	393.50	403.50	412.50	422.00
19 - 24	429.00	439.50	450.50	460.50	471.00
25 - 30	479.00	491.00	503.50	515.00	526.50
31 - 36	534.50	548.00	561.50	574.00	587.00
37 - 42	597.00	612.00	627.50	641.50	656.00
43 - 48	666.50	683.00	700.00	716.00	732.00
49 - 54	744.50	763.00	782.00	799.50	817.50
55 - 60	831.50	852.50	874.00	893.50	913.50
MAX 61+	928.00	951.00	975.00	997.00	1,019.50
	PENSION BAND		216		

CONSTRUCTION TECHNICIAN
INVENTORY SPECIALIST
NETWORK TECHNICIAN
SERVICE TECHNICIAN

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	308.00	315.50	323.50	331.00	338.50
07 - 12	343.00	351.50	360.50	368.50	377.00
13 - 18	383.00	392.50	402.50	411.50	421.00
19 - 24	427.00	437.50	448.50	458.50	469.00
25 - 30	476.00	488.00	500.00	511.50	523.00
31 - 36	530.50	544.00	557.50	570.00	583.00
37 - 42	591.50	606.50	621.50	635.50	650.00
43 - 48	659.50	676.00	693.00	708.50	724.50
49 - 54	735.00	753.50	772.50	790.00	808.00
55 - 60	819.50	840.00	861.00	880.50	900.50
MAX 61+	913.50	936.50	960.00	981.50	1,003.50
	PENSION BAND		216		

CONSTRUCTION TECHNICIAN
INVENTORY SPECIALIST
NETWORK TECHNICIAN
SERVICE TECHNICIAN

ZONE 5	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	308.00	315.50	323.50	331.00	338.50
07 - 12	343.00	351.50	360.50	368.50	377.00
13 - 18	382.50	392.00	402.00	411.00	420.00
19 - 24	426.50	437.00	448.00	458.00	468.50
25 - 30	475.50	487.50	499.50	510.50	522.00
31 - 36	530.00	543.50	557.00	569.50	582.50
37 - 42	590.50	605.50	620.50	634.50	649.00
43 - 48	658.00	674.50	691.50	707.00	723.00
49 - 54	733.50	752.00	771.00	788.50	806.00
55 - 60	817.00	837.50	858.50	878.00	898.00
MAX 61+	911.00	934.00	957.50	979.00	1,001.00
	PENSION BAND		216		

CONSTRUCTION TECHNICIAN
INVENTORY SPECIALIST
NETWORK TECHNICIAN
SERVICE TECHNICIAN

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.00	277.00	284.00	290.50	297.00
07 - 12	306.50	314.00	322.00	329.00	336.50
13 - 18	348.50	357.00	366.00	374.00	382.50
19 - 24	396.50	406.50	416.50	426.00	435.50
25 - 30	450.50	462.00	473.50	484.00	495.00
31 - 36	511.50	524.50	537.50	549.50	562.00
37 - 42	581.50	596.00	611.00	624.50	638.50
43 - 48	661.00	677.50	694.50	710.00	726.00
49 - 54	751.00	770.00	789.50	807.50	825.50
55 - 60	853.50	875.00	897.00	917.00	937.50
MAX 61+	970.50	995.00	1,020.00	1,043.00	1,066.50
	PENSION BAND		218		

CONSTRUCTION TECHNICIAN
INVENTORY SPECIALIST
NETWORK TECHNICIAN
SERVICE TECHNICIAN

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.00	277.00	284.00	290.50	297.00
07 - 12	306.00	313.50	321.50	328.50	336.00
13 - 18	347.50	356.00	365.00	373.00	381.50
19 - 24	394.00	404.00	414.00	423.50	433.00
25 - 30	448.00	459.00	470.50	481.00	492.00
31 - 36	508.00	520.50	533.50	545.50	558.00
37 - 42	577.00	591.50	606.50	620.00	634.00
43 - 48	655.00	671.50	688.50	704.00	720.00
49 - 54	743.00	761.50	780.50	798.00	816.00
55 - 60	843.50	864.50	886.00	906.00	926.50
MAX 61+	957.50	981.50	1,006.00	1,028.50	1,051.50
	PENSION BAND		217		

WAGE SCHEDULES

CONSTRUCTION TECHNICIAN
INVENTORY SPECIALIST
NETWORK TECHNICIAN
SERVICE TECHNICIAN

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.00	277.00	284.00	290.50	297.00
07 - 12	306.50	314.00	322.00	329.00	336.50
13 - 18	348.50	357.00	366.00	374.00	382.50
19 - 24	396.00	406.00	416.00	425.50	435.00
25 - 30	449.50	460.50	472.00	482.50	493.50
31 - 36	510.50	523.50	536.50	548.50	561.00
37 - 42	580.00	594.50	609.50	623.00	637.00
43 - 48	659.00	675.50	692.50	708.00	724.00
49 - 54	748.50	767.00	786.00	803.50	821.50
55 - 60	850.50	872.00	894.00	914.00	934.50
MAX 61+	966.50	990.50	1,015.50	1,038.50	1,062.00
	PENSION BAND		218		

CONSTRUCTION TECHNICIAN
INVENTORY SPECIALIST
NETWORK TECHNICIAN
SERVICE TECHNICIAN

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.00	277.00	284.00	290.50	297.00
07 - 12	306.50	314.00	322.00	329.00	336.50
13 - 18	348.00	356.50	365.50	373.50	382.00
19 - 24	394.50	404.50	414.50	424.00	433.50
25 - 30	448.50	459.50	471.00	481.50	492.50
31 - 36	509.00	521.50	534.50	546.50	559.00
37 - 42	578.00	592.50	607.50	621.00	635.00
43 - 48	656.50	673.00	690.00	705.50	721.50
49 - 54	745.00	763.50	782.50	800.00	818.00
55 - 60	845.50	866.50	888.00	908.00	928.50
MAX 61+	960.50	984.50	1,009.00	1,031.50	1,054.50
	PENSION BAND		217		

CONSTRUCTION TECHNICIAN
INVENTORY SPECIALIST
NETWORK TECHNICIAN
SERVICE TECHNICIAN

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.00	277.00	284.00	290.50	297.00
07 - 12	306.00	313.50	321.50	328.50	336.00
13 - 18	347.50	356.00	365.00	373.00	381.50
19 - 24	394.00	404.00	414.00	423.50	433.00
25 - 30	447.50	458.50	470.00	480.50	491.50
31 - 36	509.00	520.50	533.50	545.50	558.00
37 - 42	576.50	591.00	606.00	619.50	633.50
43 - 48	654.00	670.50	687.50	703.00	719.00
49 - 54	742.00	760.50	779.50	797.00	815.00
55 - 60	842.00	863.00	884.50	904.50	925.00
MAX 61+	955.50	979.50	1,004.00	1,026.50	1,049.50
	PENSION BAND		217		

CONSTRUCTION TECHNICIAN
INVENTORY SPECIALIST
NETWORK TECHNICIAN
SERVICE TECHNICIAN

ZONE 11	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.00	277.00	284.00	290.50	297.00
07 - 12	305.50	313.00	321.00	328.00	335.50
13 - 18	346.00	354.50	363.50	371.50	380.00
19 - 24	391.00	401.00	411.00	420.00	429.50
25 - 30	442.50	453.50	465.00	475.50	486.00
31 - 36	501.50	514.00	527.00	539.00	551.00
37 - 42	567.00	581.00	595.50	609.00	622.50
43 - 48	642.00	658.00	674.50	689.50	705.00
49 - 54	727.00	745.00	763.50	780.50	798.00
55 - 60	822.00	842.50	863.50	883.00	903.00
MAX 61+	931.00	954.50	978.50	1,000.50	1,023.00
	PENSION BAND		216		

CONSTRUCTION TECHNICIAN
INVENTORY SPECIALIST
NETWORK TECHNICIAN
SERVICE TECHNICIAN

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	282.00	289.00	296.00	302.50	309.50
07 - 12	317.50	325.50	333.50	341.00	348.50
13 - 18	358.50	367.50	376.50	385.00	393.50
19 - 24	404.00	414.00	424.50	434.00	444.00
25 - 30	455.50	467.00	478.50	489.50	500.50
31 - 36	513.00	526.00	539.00	551.00	563.50
37 - 42	578.50	593.00	608.00	621.50	635.50
43 - 48	652.00	668.50	685.00	700.50	716.50
49 - 54	734.50	753.00	772.00	789.50	807.50
55 - 60	828.00	848.50	869.50	889.00	909.00
MAX 61+	933.50	957.00	981.00	1,003.00	1,025.50
	PENSION BAND		216		

CONSTRUCTION TECHNICIAN
INVENTORY SPECIALIST
NETWORK TECHNICIAN
SERVICE TECHNICIAN

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	282.00	289.00	296.00	302.50	309.50
07 - 12	317.00	325.00	333.00	340.50	348.00
13 - 18	356.50	365.50	374.50	383.00	391.50
19 - 24	401.00	411.00	421.50	431.00	440.50
25 - 30	451.00	462.50	474.00	484.50	495.50
31 - 36	507.00	519.50	532.50	544.50	557.00
37 - 42	569.50	583.50	598.00	611.50	625.50
43 - 48	640.50	656.50	673.00	688.00	703.50
49 - 54	720.00	738.00	756.50	773.50	791.00
55 - 60	810.00	830.50	851.50	870.50	890.00
MAX 61+	910.50	933.50	957.00	978.50	1,000.50
	PENSION BAND		216		

WAGE SCHEDULES

MAINTENANCE ADMINISTRATOR

ZONE 1	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	309.50	317.00	325.00	332.50	340.00
07 - 12	347.50	356.00	365.00	373.00	381.50
13 - 18	389.50	399.00	409.00	418.00	427.50
19 - 24	437.00	448.00	459.00	469.50	480.00
25 - 30	490.50	503.00	515.50	527.00	539.00
31 - 36	550.50	564.50	578.50	591.50	605.00
37 - 42	617.50	633.00	649.00	663.50	678.50
43 - 48	693.00	710.50	728.50	745.00	762.00
49 - 54	777.00	796.50	816.50	835.00	854.00
55 - 60	872.00	894.00	916.50	937.00	958.00
MAX 61+	978.50	1,003.00	1,028.00	1,051.00	1,074.50
	PENSION BAND		218		

MAINTENANCE ADMINISTRATOR FACILITIES ATTENDANT

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	250.00	256.50	263.00	269.00	275.00
07 - 12	283.00	290.00	297.50	304.00	311.00
13 - 18	321.50	329.50	337.50	345.00	353.00
19 - 24	364.00	373.00	382.50	391.00	400.00
25 - 30	412.50	423.00	433.50	443.50	453.50
31 - 36	467.50	479.00	491.00	502.00	513.50
37 - 42	530.00	543.50	557.00	569.50	582.50
43 - 48	601.00	616.00	631.50	645.50	660.00
49 - 54	681.50	698.50	716.00	732.00	748.50
55 - 60	772.00	791.50	811.50	830.00	848.50
MAX 61+	875.00	897.00	919.50	940.00	961.00
	PENSION BAND		214		

MAINTENANCE ADMINISTRATOR FACILITIES ATTENDANT

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	248.50	254.50	261.00	267.00	273.00
07 - 12	281.50	288.50	295.50	302.00	309.00
13 - 18	319.00	327.00	335.00	342.50	350.00
19 - 24	361.00	370.00	379.50	388.00	396.50
25 - 30	408.50	418.50	429.00	438.50	448.50
31 - 36	463.00	474.50	486.50	497.50	508.50
37 - 42	524.50	537.50	551.00	563.50	576.00
43 - 48	593.50	608.50	623.50	637.50	652.00
49 - 54	672.50	689.50	706.50	722.50	739.00
55 - 60	762.00	781.00	800.50	818.50	837.00
MAX 61+	863.00	884.50	906.50	927.00	948.00
	PENSION BAND		214		

MAINTENANCE ADMINISTRATOR FACILITIES ATTENDANT

ZONE 5	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	245.50	251.50	258.00	264.00	270.00
07 - 12	278.00	285.00	292.00	298.50	305.00
13 - 18	315.00	323.00	331.00	338.50	346.00
19 - 24	357.00	366.00	375.00	383.50	392.00
25 - 30	404.50	414.50	425.00	434.50	444.50
31 - 36	458.50	470.00	482.00	493.00	504.00
37 - 42	519.50	532.50	546.00	558.50	571.00
43 - 48	588.50	603.00	618.00	632.00	646.00
49 - 54	667.00	683.50	700.50	716.50	732.50
55 - 60	756.00	775.00	794.50	812.50	831.00
MAX 61+	857.00	878.50	900.50	921.00	941.50
	PENSION BAND		214		

MAINTENANCE ADMINISTRATOR FACILITIES ATTENDANT

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	250.00	256.50	263.00	269.00	275.00
07 - 12	284.50	291.50	299.00	305.50	312.50
13 - 18	324.50	332.50	341.00	348.50	356.50
19 - 24	370.00	379.50	389.00	398.00	407.00
25 - 30	421.00	431.50	442.50	452.50	462.50
31 - 36	479.50	491.50	504.00	515.50	527.00
37 - 42	546.00	559.50	573.50	586.50	599.50
43 - 48	622.50	638.00	654.00	668.50	683.50
49 - 54	709.50	727.00	745.00	762.00	779.00
55 - 60	808.00	828.00	848.50	867.50	887.00
MAX 61+	920.50	943.50	967.00	989.00	1,011.50
	PENSION BAND		216		

MAINTENANCE ADMINISTRATOR FACILITIES ATTENDANT

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	244.50	250.50	257.00	263.00	269.00
07 - 12	278.50	285.50	292.50	299.00	305.50
13 - 18	317.00	325.00	333.00	340.50	348.00
19 - 24	361.00	370.00	379.50	388.00	396.50
25 - 30	411.50	422.00	432.50	442.00	452.00
31 - 36	468.50	480.00	492.00	503.00	514.50
37 - 42	534.50	548.00	561.50	574.00	587.00
43 - 48	608.50	623.50	639.00	653.50	668.00
49 - 54	693.50	711.00	729.00	745.50	762.50
55 - 60	790.00	810.00	830.50	849.00	868.00
MAX 61+	900.00	922.50	945.50	967.00	989.00
	PENSION BAND		215		

MAINTENANCE ADMINISTRATOR FACILITIES ATTENDANT

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	260.00	266.50	273.00	279.00	285.50
07 - 12	295.00	302.50	310.00	317.00	324.00
13 - 18	334.50	343.00	351.50	359.50	367.50
19 - 24	379.50	389.00	398.50	407.50	416.50
25 - 30	430.00	441.00	452.00	462.00	472.50
31 - 36	487.50	499.50	512.00	523.50	535.50
37 - 42	553.00	567.00	581.00	594.00	607.50
43 - 48	627.50	643.00	659.00	674.00	689.00
49 - 54	711.00	729.00	747.00	764.00	781.00
55 - 60	806.50	826.50	847.00	866.00	885.50
MAX 61+	914.50	937.50	961.00	982.50	1,004.50
	PENSION BAND		216		

MAINTENANCE ADMINISTRATOR FACILITIES ATTENDANT

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	255.00	261.50	268.00	274.00	280.00
07 - 12	289.50	296.50	304.00	311.00	318.00
13 - 18	328.50	336.50	345.00	353.00	361.00
19 - 24	373.00	382.50	392.00	401.00	410.00
25 - 30	423.50	434.00	445.00	455.00	465.00
31 - 36	481.00	493.00	505.50	517.00	528.50
37 - 42	545.50	559.00	573.00	586.00	599.00
43 - 48	619.50	635.00	651.00	665.50	680.50
49 - 54	703.50	721.00	739.00	755.50	772.50
55 - 60	798.00	818.00	838.50	857.50	877.00
MAX 61+	906.50	929.00	952.00	973.50	995.50
	PENSION BAND		215		

WAGE SCHEDULES

MAINTENANCE ADMINISTRATOR
FACILITIES ATTENDANT

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	255.00	261.50	268.00	274.00	280.00
07 - 12	289.00	296.00	303.50	310.50	317.50
13 - 18	328.00	336.00	344.50	352.50	360.50
19 - 24	372.00	381.50	391.00	400.00	409.00
25 - 30	422.00	432.50	443.50	453.50	463.50
31 - 36	478.00	490.00	502.50	514.00	525.50
37 - 42	542.00	555.50	569.50	582.50	595.50
43 - 48	614.50	630.00	646.00	660.50	675.50
49 - 54	697.00	714.50	732.50	749.00	766.00
55 - 60	790.50	810.50	831.00	849.50	868.50
MAX 61+	896.00	918.50	941.50	962.50	984.00
	PENSION BAND		215		

MAINTENANCE ADMINISTRATOR
FACILITIES ATTENDANT

ZONE 11	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	244.00	250.00	256.50	262.50	268.50
07 - 12	277.00	284.00	291.00	297.50	304.00
13 - 18	314.50	322.50	330.50	338.00	345.50
19 - 24	357.50	366.50	375.50	384.00	392.50
25 - 30	406.50	416.50	427.00	436.50	446.50
31 - 36	462.00	473.50	485.50	496.50	507.50
37 - 42	525.00	538.00	551.50	564.00	576.50
43 - 48	596.00	611.00	626.50	640.50	655.00
49 - 54	678.00	695.00	712.50	728.50	745.00
55 - 60	770.00	789.50	809.00	827.00	845.50
MAX 61+	875.00	897.00	919.50	940.00	961.00
	PENSION BAND		214		

MAINTENANCE ADMINISTRATOR
FACILITIES ATTENDANT

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	228.00	233.50	239.50	245.00	250.50
07 - 12	261.00	267.50	274.00	280.00	286.50
13 - 18	299.00	306.50	314.00	321.00	328.00
19 - 24	342.00	350.50	359.50	367.50	376.00
25 - 30	392.00	402.00	412.00	421.50	431.00
31 - 36	449.00	460.00	471.50	482.00	493.00
37 - 42	514.00	527.00	540.00	552.00	564.50
43 - 48	589.00	603.50	618.50	632.50	646.50
49 - 54	674.00	691.00	708.50	724.50	741.00
55 - 60	772.00	791.50	811.50	830.00	848.50
MAX 61+	884.50	906.50	929.00	950.00	971.50
	PENSION BAND		215		

MAINTENANCE ADMINISTRATOR
FACILITIES ATTENDANT

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	228.00	233.50	239.50	245.00	250.50
07 - 12	260.00	266.50	273.00	279.00	285.50
13 - 18	297.50	305.00	312.50	319.50	326.50
19 - 24	339.00	347.50	356.00	364.00	372.00
25 - 30	387.00	396.50	406.50	415.50	425.00
31 - 36	442.00	453.00	464.50	475.00	485.50
37 - 42	505.00	517.50	530.50	542.50	554.50
43 - 48	576.50	591.00	606.00	619.50	633.50
49 - 54	658.00	674.50	691.50	707.00	723.00
55 - 60	751.00	770.00	789.50	807.50	825.50
MAX 61+	858.00	879.50	901.50	922.00	942.50
	PENSION BAND		214		

WAGE SCHEDULES

DESIGN SPECIALIST
FACILITIES SPECIALIST

ZONE 1	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	309.50	317.00	325.00	332.50	340.00
07 - 12	348.00	356.50	365.50	373.50	382.00
13 - 18	390.50	400.50	410.50	419.50	429.00
19 - 24	439.00	450.00	461.50	472.00	482.50
25 - 30	493.50	506.00	518.50	530.00	542.00
31 - 36	554.50	568.50	582.50	595.50	609.00
37 - 42	623.00	638.50	654.50	669.00	684.00
43 - 48	700.00	717.50	735.50	752.00	769.00
49 - 54	787.00	806.50	826.50	845.00	864.00
55 - 60	884.50	906.50	929.00	950.00	971.50
MAX 61+	993.50	1,018.50	1,044.00	1,067.50	1,091.50
	PENSION BAND		219		

DESIGN SPECIALIST
FACILITIES SPECIALIST

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	250.00	256.50	263.00	269.00	275.00
07 - 12	283.50	290.50	298.00	304.50	311.50
13 - 18	322.00	330.00	338.50	346.00	354.00
19 - 24	365.50	374.50	384.00	392.50	401.50
25 - 30	415.00	425.50	436.00	446.00	456.00
31 - 36	471.00	483.00	495.00	506.00	517.50
37 - 42	535.00	548.50	562.00	574.50	587.50
43 - 48	607.50	622.50	638.00	652.50	667.00
49 - 54	689.50	706.50	724.00	740.50	757.00
55 - 60	782.50	802.00	822.00	840.50	859.50
MAX 61+	888.50	910.50	933.50	954.50	976.00
	PENSION BAND		215		

DESIGN SPECIALIST
FACILITIES SPECIALIST

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	248.50	254.50	261.00	267.00	273.00
07 - 12	281.50	288.50	295.50	302.00	309.00
13 - 18	320.00	328.00	336.00	343.50	351.00
19 - 24	362.50	371.50	381.00	389.50	398.50
25 - 30	411.00	421.50	432.00	441.50	451.50
31 - 36	466.00	477.50	489.50	500.50	512.00
37 - 42	529.00	542.00	555.50	568.00	581.00
43 - 48	600.50	615.50	631.00	645.00	659.50
49 - 54	681.00	698.00	715.50	731.50	748.00
55 - 60	772.00	791.50	811.50	830.00	848.50
MAX 61+	875.50	897.50	920.00	940.50	961.50
	PENSION BAND		214		

DESIGN SPECIALIST
FACILITIES SPECIALIST

ZONE 5	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	245.50	251.50	258.00	264.00	270.00
07 - 12	278.50	285.50	292.50	299.00	305.50
13 - 18	316.00	324.00	332.00	339.50	347.00
19 - 24	358.50	367.50	376.50	385.00	393.50
25 - 30	407.00	417.00	427.50	437.00	447.00
31 - 36	462.00	473.50	485.50	496.50	507.50
37 - 42	524.50	537.50	551.00	563.50	576.00
43 - 48	594.50	609.50	624.50	638.50	653.00
49 - 54	675.00	692.00	709.50	725.50	742.00
55 - 60	766.00	785.00	804.50	822.50	841.00
MAX 61+	869.50	891.00	913.50	934.00	955.00
	PENSION BAND		214		

WAGE SCHEDULES

DESIGN SPECIALIST
FACILITIES SPECIALIST

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	250.00	256.50	263.00	269.00	275.00
07 - 12	285.00	292.00	299.50	306.00	313.00
13 - 18	325.50	333.50	342.00	349.50	357.50
19 - 24	371.50	381.00	390.50	399.50	408.50
25 - 30	423.50	434.00	445.00	455.00	465.00
31 - 36	483.00	495.00	507.50	519.00	530.50
37 - 42	551.50	565.50	579.50	592.50	606.00
43 - 48	629.00	644.50	660.50	675.50	690.50
49 - 54	717.50	735.50	754.00	771.00	788.50
55 - 60	819.00	839.50	860.50	880.00	900.00
MAX 61+	934.50	958.00	982.00	1,004.00	1,026.50
	PENSION BAND		216		

DESIGN SPECIALIST
FACILITIES SPECIALIST

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	244.50	250.50	257.00	263.00	269.00
07 - 12	279.00	286.00	293.00	299.50	306.00
13 - 18	318.00	326.00	334.00	341.50	349.00
19 - 24	362.50	371.50	381.00	389.50	398.50
25 - 30	414.00	424.50	435.00	445.00	455.00
31 - 36	472.50	484.50	496.50	507.50	519.00
37 - 42	539.00	552.50	566.50	579.00	592.00
43 - 48	615.00	630.50	646.50	661.00	676.00
49 - 54	702.00	719.50	737.50	754.00	771.00
55 - 60	800.50	820.50	841.00	860.00	879.50
MAX 61+	913.50	936.50	960.00	981.50	1,003.50
	PENSION BAND		216		

DESIGN SPECIALIST
FACILITIES SPECIALIST

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	260.00	266.50	273.00	279.00	285.50
07 - 12	295.50	303.00	310.50	317.50	324.50
13 - 18	335.50	344.00	352.50	360.50	368.50
19 - 24	381.00	390.50	400.50	409.50	418.50
25 - 30	433.00	444.00	455.00	465.00	475.50
31 - 36	491.50	504.00	516.50	528.00	540.00
37 - 42	558.00	572.00	586.50	599.50	613.00
43 - 48	634.00	650.00	666.50	681.50	697.00
49 - 54	720.00	738.00	756.50	773.50	791.00
55 - 60	817.50	838.00	859.00	878.50	898.50
MAX 61+	928.50	951.50	975.50	997.50	1,020.00
	PENSION BAND		216		

DESIGN SPECIALIST
FACILITIES SPECIALIST

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	255.00	261.50	268.00	274.00	280.00
07 - 12	289.50	296.50	304.00	311.00	318.00
13 - 18	329.50	337.50	346.00	354.00	362.00
19 - 24	375.00	384.50	394.00	403.00	412.00
25 - 30	426.00	436.50	447.50	457.50	468.00
31 - 36	484.00	496.00	508.50	520.00	531.50
37 - 42	550.50	564.50	578.50	591.50	605.00
43 - 48	626.00	641.50	657.50	672.50	687.50
49 - 54	711.50	729.50	747.50	764.50	781.50
55 - 60	809.00	829.00	849.50	868.50	888.00
MAX 61+	919.50	942.50	966.00	987.50	1,009.50
	PENSION BAND		216		

WAGE SCHEDULES

DESIGN SPECIALIST
FACILITIES SPECIALIST

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	255.00	261.50	268.00	274.00	280.00
07 - 12	289.50	296.50	304.00	311.00	318.00
13 - 18	329.00	337.00	345.50	353.50	361.50
19 - 24	373.50	383.00	392.50	401.50	410.50
25 - 30	424.00	434.50	445.50	455.50	465.50
31 - 36	481.50	493.50	506.00	517.50	529.00
37 - 42	546.50	560.00	574.00	587.00	600.00
43 - 48	621.00	636.50	652.50	667.00	682.00
49 - 54	705.50	723.00	741.00	757.50	774.50
55 - 60	800.50	820.50	841.00	860.00	879.50
MAX 61+	909.50	932.00	955.50	977.00	999.00
	PENSION BAND		216		

DESIGN SPECIALIST
FACILITIES SPECIALIST

ZONE 11	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	244.00	250.00	256.50	262.50	268.50
07 - 12	277.50	284.50	291.50	298.00	304.50
13 - 18	315.50	323.50	331.50	339.00	346.50
19 - 24	359.50	368.50	377.50	386.00	394.50
25 - 30	409.00	419.00	429.50	439.00	449.00
31 - 36	465.50	477.00	489.00	500.00	511.50
37 - 42	529.50	542.50	556.00	568.50	581.50
43 - 48	603.00	618.00	633.50	648.00	662.50
49 - 54	686.00	703.00	720.50	736.50	753.00
55 - 60	781.00	800.50	820.50	839.00	858.00
MAX 61+	888.50	910.50	933.50	954.50	976.00
	PENSION BAND		215		

DESIGN SPECIALIST
FACILITIES SPECIALIST

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	228.00	233.50	239.50	245.00	250.50
07 - 12	261.50	268.00	274.50	280.50	287.00
13 - 18	300.00	307.50	315.00	322.00	329.00
19 - 24	343.50	352.00	361.00	369.00	377.50
25 - 30	394.00	404.00	414.00	423.50	433.00
31 - 36	452.50	464.00	475.50	486.00	497.00
37 - 42	518.50	531.50	545.00	557.50	570.00
43 - 48	595.00	610.00	625.50	639.50	654.00
49 - 54	682.50	699.50	717.00	733.00	749.50
55 - 60	783.00	802.50	822.50	841.00	860.00
MAX 61+	897.50	920.00	943.00	964.00	985.50
	PENSION BAND		215		

DESIGN SPECIALIST
FACILITIES SPECIALIST

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	228.00	233.50	239.50	245.00	250.50
07 - 12	260.50	267.00	273.50	279.50	286.00
13 - 18	298.00	305.50	313.00	320.00	327.00
19 - 24	340.50	349.00	357.50	365.50	373.50
25 - 30	389.50	399.00	409.00	418.00	427.50
31 - 36	445.50	456.50	468.00	478.50	489.50
37 - 42	509.50	522.00	535.00	547.00	559.50
43 - 48	582.50	597.00	612.00	626.00	640.00
49 - 54	666.00	682.50	699.50	715.00	731.00
55 - 60	761.50	780.50	800.00	818.00	836.50
MAX 61+	870.50	892.50	915.00	935.50	956.50
	PENSION BAND		214		

WAGE SCHEDULES

PROVISIONING SPECIALIST

ZONE 1	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	312.00	320.00	328.00	335.50	343.00
07 - 12	348.00	356.50	365.50	373.50	382.00
13 - 18	387.50	397.00	407.00	416.00	425.50
19 - 24	432.00	443.00	454.00	464.00	474.50
25 - 30	481.50	493.50	506.00	517.50	529.00
31 - 36	536.50	550.00	564.00	576.50	589.50
37 - 42	597.50	612.50	628.00	642.00	656.50
43 - 48	666.00	682.50	699.50	715.00	731.00
49 - 54	742.50	761.00	780.00	797.50	815.50
55 - 60	827.00	847.50	868.50	888.00	908.00
MAX 61+	922.00	945.00	968.50	990.50	1,013.00
	PENSION BAND		216		

PROVISIONING SPECIALIST

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	255.00	261.50	268.00	274.00	280.00
07 - 12	287.50	294.50	302.00	309.00	316.00
13 - 18	325.00	333.00	341.50	349.00	357.00
19 - 24	366.50	375.50	385.00	393.50	402.50
25 - 30	414.00	424.50	435.00	445.00	455.00
31 - 36	467.50	479.00	491.00	502.00	513.50
37 - 42	528.00	541.00	554.50	567.00	580.00
43 - 48	596.00	611.00	626.50	640.50	655.00
49 - 54	673.00	690.00	707.50	723.50	740.00
55 - 60	760.00	779.00	798.50	816.50	835.00
MAX 61+	858.00	879.50	901.50	922.00	942.50
	PENSION BAND		214		

PROVISIONING SPECIALIST

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	250.00	256.50	263.00	269.00	275.00
07 - 12	282.50	289.50	296.50	303.00	310.00
13 - 18	319.00	327.00	335.00	342.50	350.00
19 - 24	360.00	369.00	378.00	386.50	395.00
25 - 30	407.00	417.00	427.50	437.00	447.00
31 - 36	460.00	471.50	483.50	494.50	505.50
37 - 42	519.50	532.50	546.00	558.50	571.00
43 - 48	587.00	601.50	616.50	630.50	644.50
49 - 54	663.00	679.50	696.50	712.00	728.00
55 - 60	749.00	767.50	786.50	804.00	822.00
MAX 61+	846.00	867.00	888.50	908.50	929.00
	PENSION BAND		213		

PROVISIONING SPECIALIST

ZONE 5	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	248.00	254.00	260.50	266.50	272.50
07 - 12	280.00	287.00	294.00	300.50	307.50
13 - 18	316.00	324.00	332.00	339.50	347.00
19 - 24	357.50	366.50	375.50	384.00	392.50
25 - 30	403.50	413.50	424.00	433.50	443.50
31 - 36	456.00	467.50	479.00	490.00	501.00
37 - 42	515.00	528.00	541.00	553.00	565.50
43 - 48	582.00	596.50	611.50	625.50	639.50
49 - 54	657.50	674.00	691.00	706.50	722.50
55 - 60	742.50	761.00	780.00	797.50	815.50
MAX 61+	839.00	860.00	881.50	901.50	922.00
	PENSION BAND		213		

PROVISIONING SPECIALIST

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	248.00	254.00	260.50	266.50	272.50
07 - 12	282.00	289.00	296.00	302.50	309.50
13 - 18	320.50	328.50	336.50	344.00	351.50
19 - 24	364.50	373.50	383.00	391.50	400.50
25 - 30	414.50	425.00	435.50	445.50	455.50
31 - 36	471.00	483.00	495.00	506.00	517.50
37 - 42	536.00	549.50	563.00	575.50	588.50
43 - 48	609.50	624.50	640.00	654.50	669.00
49 - 54	693.00	710.50	728.50	745.00	762.00
55 - 60	788.00	807.50	827.50	846.00	865.00
MAX 61+	896.00	918.50	941.50	962.50	984.00
	PENSION BAND		215		

PROVISIONING SPECIALIST

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	243.50	249.50	255.50	261.00	267.00
07 - 12	276.50	283.50	290.50	297.00	303.50
13 - 18	314.50	322.50	330.50	338.00	345.50
19 - 24	357.50	366.50	375.50	384.00	392.50
25 - 30	406.50	416.50	427.00	436.50	446.50
31 - 36	462.00	473.50	485.50	496.50	507.50
37 - 42	525.50	538.50	552.00	564.50	577.00
43 - 48	597.50	612.50	628.00	642.00	656.50
49 - 54	679.50	696.50	714.00	730.00	746.50
55 - 60	772.50	792.00	812.00	830.50	849.00
MAX 61+	878.00	900.00	922.50	943.50	964.50
	PENSION BAND		214		

PROVISIONING SPECIALIST

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	252.00	258.50	265.00	271.00	277.00
07 - 12	285.50	292.50	300.00	307.00	314.00
13 - 18	324.50	332.50	341.00	348.50	356.50
19 - 24	367.50	376.50	386.00	394.50	403.50
25 - 30	417.00	427.50	438.00	448.00	458.00
31 - 36	473.00	485.00	497.00	508.00	519.50
37 - 42	536.50	550.00	564.00	576.50	589.50
43 - 48	608.50	623.50	639.00	653.50	668.00
49 - 54	690.00	707.50	725.00	741.50	758.00
55 - 60	783.00	802.50	822.50	841.00	860.00
MAX 61+	888.00	910.00	933.00	954.00	975.50
	PENSION BAND		215		

PROVISIONING SPECIALIST

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	248.00	254.00	260.50	266.50	272.50
07 - 12	281.50	288.50	295.50	302.00	309.00
13 - 18	319.50	327.50	335.50	343.00	350.50
19 - 24	362.00	371.00	380.50	389.00	398.00
25 - 30	411.00	421.50	432.00	441.50	451.50
31 - 36	466.50	478.00	490.00	501.00	512.50
37 - 42	529.50	542.50	556.00	568.50	581.50
43 - 48	601.00	616.00	631.50	645.50	660.00
49 - 54	682.00	699.00	716.50	732.50	749.00
55 - 60	773.50	793.00	813.00	831.50	850.00
MAX 61+	878.00	900.00	922.50	943.50	964.50
	PENSION BAND		214		

WAGE SCHEDULES

PROVISIONING SPECIALIST

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	248.00	254.00	260.50	266.50	272.50
07 - 12	281.00	288.00	295.00	301.50	308.50
13 - 18	318.00	326.00	334.00	341.50	349.00
19 - 24	361.00	370.00	379.50	388.00	396.50
25 - 30	409.00	419.00	429.50	439.00	449.00
31 - 36	463.50	475.00	487.00	498.00	509.00
37 - 42	525.50	538.50	552.00	564.50	577.00
43 - 48	595.50	610.50	626.00	640.00	654.50
49 - 54	674.50	691.50	709.00	725.00	741.50
55 - 60	765.00	784.00	803.50	821.50	840.00
MAX 61+	867.00	888.50	910.50	931.00	952.00
	PENSION BAND		214		

PROVISIONING SPECIALIST

ZONE 11	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	239.00	245.00	251.00	256.50	262.50
07 - 12	271.50	278.50	285.50	292.00	298.50
13 - 18	308.00	315.50	323.50	331.00	338.50
19 - 24	349.50	358.00	367.00	375.50	384.00
25 - 30	396.50	406.50	416.50	426.00	435.50
31 - 36	450.00	461.50	473.00	483.50	494.50
37 - 42	510.00	523.00	536.00	548.00	560.50
43 - 48	579.00	593.50	608.50	622.00	636.00
49 - 54	656.50	673.00	690.00	705.50	721.50
55 - 60	745.00	763.50	782.50	800.00	818.00
MAX 61+	845.00	866.00	887.50	907.50	928.00
	PENSION BAND		213		

PROVISIONING SPECIALIST

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	239.00	245.00	251.00	256.50	262.50
07 - 12	272.00	279.00	286.00	292.50	299.00
13 - 18	309.50	317.00	325.00	332.50	340.00
19 - 24	352.00	361.00	370.00	378.50	387.00
25 - 30	400.50	410.50	421.00	430.50	440.00
31 - 36	455.50	467.00	478.50	489.50	500.50
37 - 42	518.00	531.00	544.50	557.00	569.50
43 - 48	589.50	604.00	619.00	633.00	647.00
49 - 54	670.50	687.50	704.50	720.50	736.50
55 - 60	762.50	781.50	801.00	819.00	837.50
MAX 61+	867.50	889.00	911.00	931.50	952.50
	PENSION BAND		214		

PROVISIONING SPECIALIST

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	236.00	242.00	248.00	253.50	259.00
07 - 12	268.50	275.00	282.00	288.50	295.00
13 - 18	304.50	312.00	320.00	327.00	334.50
19 - 24	346.00	354.50	363.50	371.50	380.00
25 - 30	392.00	402.00	412.00	421.50	431.00
31 - 36	445.00	456.00	467.50	478.00	489.00
37 - 42	505.50	518.00	531.00	543.00	555.00
43 - 48	574.50	589.00	603.50	617.00	631.00
49 - 54	652.00	668.50	685.00	700.50	716.50
55 - 60	740.00	758.50	777.50	795.00	813.00
MAX 61+	840.00	861.00	882.50	902.50	923.00
	PENSION BAND		213		

SPECIALIST

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	272.00	279.00	286.00	292.50	299.00
07 - 12	307.50	315.00	323.00	330.50	338.00
13 - 18	347.50	356.00	365.00	373.00	381.50
19 - 24	392.50	402.50	412.50	422.00	431.50
25 - 30	444.00	455.00	466.50	477.00	487.50
31 - 36	502.50	515.00	528.00	540.00	552.00
37 - 42	567.50	581.50	596.00	609.50	623.00
43 - 48	642.00	658.00	674.50	689.50	705.00
49 - 54	725.50	743.50	762.00	779.00	796.50
55 - 60	820.50	841.00	862.00	881.50	901.50
MAX 61+	927.50	950.50	974.50	996.50	1,019.00
	PENSION BAND		216		

TECHNICIAN - DATA ADMINISTRATION

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	246.50	252.50	259.00	265.00	271.00
07 - 12	279.00	286.00	293.00	299.50	306.00
13 - 18	315.50	323.50	331.50	339.00	346.50
19 - 24	357.50	366.50	375.50	384.00	392.50
25 - 30	405.00	415.00	425.50	435.00	445.00
31 - 36	458.50	470.00	482.00	493.00	504.00
37 - 42	519.00	532.00	545.50	558.00	570.50
43 - 48	587.50	602.00	617.00	631.00	645.00
49 - 54	665.50	682.00	699.00	714.50	730.50
55 - 60	754.00	773.00	792.50	810.50	828.50
MAX 61+	853.00	874.50	896.50	916.50	937.00
	PENSION BAND		214		

TECHNICIAN - DATA ADMINISTRATION

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	246.50	252.50	259.00	265.00	271.00
07 - 12	279.00	286.00	293.00	299.50	306.00
13 - 18	315.50	323.50	331.50	339.00	346.50
19 - 24	357.50	366.50	375.50	384.00	392.50
25 - 30	405.00	415.00	425.50	435.00	445.00
31 - 36	458.50	470.00	482.00	493.00	504.00
37 - 42	519.00	532.00	545.50	558.00	570.50
43 - 48	587.50	602.00	617.00	631.00	645.00
49 - 54	665.50	682.00	699.00	714.50	730.50
55 - 60	754.00	773.00	792.50	810.50	828.50
MAX 61+	853.00	874.50	896.50	916.50	937.00
	PENSION BAND		214		

ADVANCED COMPUTER ATTENDANT

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	255.00	261.50	268.00	274.00	280.00
07 - 12	286.50	293.50	301.00	308.00	315.00
13 - 18	322.50	330.50	339.00	346.50	354.50
19 - 24	362.50	371.50	381.00	389.50	398.50
25 - 30	407.50	417.50	428.00	437.50	447.50
31 - 36	458.50	470.00	482.00	493.00	504.00
37 - 42	515.00	528.00	541.00	553.00	565.50
43 - 48	579.50	594.00	609.00	622.50	636.50
49 - 54	651.50	668.00	684.50	700.00	716.00
55 - 60	732.50	751.00	770.00	787.50	805.00
MAX 61+	823.50	844.00	865.00	884.50	904.50
	PENSION BAND		213		

WAGE SCHEDULES

ADVANCED COMPUTER ATTENDANT

ZONE 5	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	250.00	256.50	263.00	269.00	275.00
07 - 12	281.00	288.00	295.00	301.50	308.50
13 - 18	315.50	323.50	331.50	339.00	346.50
19 - 24	354.50	363.50	372.50	381.00	389.50
25 - 30	398.50	408.50	418.50	428.00	437.50
31 - 36	448.00	459.00	470.50	481.00	492.00
37 - 42	503.00	515.50	528.50	540.50	552.50
43 - 48	565.00	579.00	593.50	607.00	620.50
49 - 54	635.00	651.00	667.50	682.50	698.00
55 - 60	713.50	731.50	750.00	767.00	784.50
MAX 61+	801.50	821.50	842.00	861.00	880.50
	PENSION BAND		212		

TECHNICIAN-CLIENT HELP CENTER

ZONE 1	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	380.50	390.00	400.00	409.00	418.00
07 - 12	415.00	425.50	436.00	446.00	456.00
13 - 18	453.50	465.00	476.50	487.00	498.00
19 - 24	494.50	507.00	519.50	531.00	543.00
25 - 30	540.00	553.50	567.50	580.50	593.50
31 - 36	589.50	604.00	619.00	633.00	647.00
37 - 42	643.50	659.50	676.00	691.00	706.50
43 - 48	703.00	720.50	738.50	755.00	772.00
49 - 54	767.00	786.00	805.50	823.50	842.00
55 - 60	837.50	858.50	880.00	900.00	920.50
MAX 61+	914.00	937.00	960.50	982.00	1,004.00
	PENSION BAND		216		

TECHNICIAN-CLIENT HELP CENTER

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	380.50	390.00	400.00	409.00	418.00
07 - 12	415.00	425.50	436.00	446.00	456.00
13 - 18	453.50	465.00	476.50	487.00	498.00
19 - 24	494.50	507.00	519.50	531.00	543.00
25 - 30	540.00	553.50	567.50	580.50	593.50
31 - 36	589.50	604.00	619.00	633.00	647.00
37 - 42	643.50	659.50	676.00	691.00	706.50
43 - 48	703.00	720.50	738.50	755.00	772.00
49 - 54	767.00	786.00	805.50	823.50	842.00
55 - 60	837.50	858.50	880.00	900.00	920.50
MAX 61+	914.00	937.00	960.50	982.00	1,004.00
	PENSION BAND		216		

TECHNICIAN-CLIENT HELP CENTER

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	380.50	390.00	400.00	409.00	418.00
07 - 12	415.00	425.50	436.00	446.00	456.00
13 - 18	453.50	465.00	476.50	487.00	498.00
19 - 24	494.50	507.00	519.50	531.00	543.00
25 - 30	540.00	553.50	567.50	580.50	593.50
31 - 36	589.50	604.00	619.00	633.00	647.00
37 - 42	643.50	659.50	676.00	691.00	706.50
43 - 48	703.00	720.50	738.50	755.00	772.00
49 - 54	767.00	786.00	805.50	823.50	842.00
55 - 60	837.50	858.50	880.00	900.00	920.50
MAX 61+	914.00	937.00	960.50	982.00	1,004.00
	PENSION BAND		216		

TECHNICIAN-CLIENT HELP CENTER

ZONE 5	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	380.50	390.00	400.00	409.00	418.00
07 - 12	415.00	425.50	436.00	446.00	456.00
13 - 18	453.50	465.00	476.50	487.00	498.00
19 - 24	494.50	507.00	519.50	531.00	543.00
25 - 30	540.00	553.50	567.50	580.50	593.50
31 - 36	589.50	604.00	619.00	633.00	647.00
37 - 42	643.50	659.50	676.00	691.00	706.50
43 - 48	703.00	720.50	738.50	755.00	772.00
49 - 54	767.00	786.00	805.50	823.50	842.00
55 - 60	837.50	858.50	880.00	900.00	920.50
MAX 61+	914.00	937.00	960.50	982.00	1,004.00
	PENSION BAND		216		

TECHNICIAN-CLIENT HELP CENTER
TECHNICIAN - DATA ADMINISTRATION
SCHEDULER

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	380.50	390.00	400.00	409.00	418.00
07 - 12	415.00	425.50	436.00	446.00	456.00
13 - 18	453.50	465.00	476.50	487.00	498.00
19 - 24	494.50	507.00	519.50	531.00	543.00
25 - 30	540.00	553.50	567.50	580.50	593.50
31 - 36	589.50	604.00	619.00	633.00	647.00
37 - 42	643.50	659.50	676.00	691.00	706.50
43 - 48	703.00	720.50	738.50	755.00	772.00
49 - 54	767.00	786.00	805.50	823.50	842.00
55 - 60	837.50	858.50	880.00	900.00	920.50
MAX 61+	914.00	937.00	960.50	982.00	1,004.00
	PENSION BAND		216		

TECHNICIAN-CLIENT HELP CENTER
TECHNICIAN - DATA ADMINISTRATION
SCHEDULER

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	380.50	390.00	400.00	409.00	418.00
07 - 12	415.00	425.50	436.00	446.00	456.00
13 - 18	453.50	465.00	476.50	487.00	498.00
19 - 24	494.50	507.00	519.50	531.00	543.00
25 - 30	540.00	553.50	567.50	580.50	593.50
31 - 36	589.50	604.00	619.00	633.00	647.00
37 - 42	643.50	659.50	676.00	691.00	706.50
43 - 48	703.00	720.50	738.50	755.00	772.00
49 - 54	767.00	786.00	805.50	823.50	842.00
55 - 60	837.50	858.50	880.00	900.00	920.50
MAX 61+	914.00	937.00	960.50	982.00	1,004.00
	PENSION BAND		216		

SCHEDULER

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	380.50	390.00	400.00	409.00	418.00
07 - 12	415.00	425.50	436.00	446.00	456.00
13 - 18	453.50	465.00	476.50	487.00	498.00
19 - 24	494.50	507.00	519.50	531.00	543.00
25 - 30	540.00	553.50	567.50	580.50	593.50
31 - 36	589.50	604.00	619.00	633.00	647.00
37 - 42	643.50	659.50	676.00	691.00	706.50
43 - 48	703.00	720.50	738.50	755.00	772.00
49 - 54	767.00	786.00	805.50	823.50	842.00
55 - 60	837.50	858.50	880.00	900.00	920.50
MAX 61+	914.00	937.00	960.50	982.00	1,004.00
	PENSION BAND		216		

WAGE SCHEDULES

SCHEDULER

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	380.50	390.00	400.00	409.00	418.00
07 - 12	415.00	425.50	436.00	446.00	456.00
13 - 18	453.50	465.00	476.50	487.00	498.00
19 - 24	494.50	507.00	519.50	531.00	543.00
25 - 30	540.00	553.50	567.50	580.50	593.50
31 - 36	589.50	604.00	619.00	633.00	647.00
37 - 42	643.50	659.50	676.00	691.00	706.50
43 - 48	703.00	720.50	738.50	755.00	772.00
49 - 54	767.00	786.00	805.50	823.50	842.00
55 - 60	837.50	858.50	880.00	900.00	920.50
MAX 61+	914.00	937.00	960.50	982.00	1,004.00
	PENSION BAND		216		

STOCK ATTENDANT

ZONE 1	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	306.50	314.00	322.00	329.00	336.50
07 - 12	337.00	345.50	354.00	362.00	370.00
13 - 18	370.50	380.00	389.50	398.50	407.50
19 - 24	407.00	417.00	427.50	437.00	447.00
25 - 30	447.50	458.50	470.00	480.50	491.50
31 - 36	491.50	504.00	516.50	528.00	540.00
37 - 42	540.00	553.50	567.50	580.50	593.50
43 - 48	593.50	608.50	623.50	637.50	652.00
49 - 54	653.00	669.50	686.00	701.50	717.50
55 - 60	717.50	735.50	754.00	771.00	788.50
MAX 61+	788.50	808.00	828.00	846.50	865.50
	PENSION BAND		211		

STOCK ATTENDANT TELLER

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	250.00	256.50	263.00	269.00	275.00
07 - 12	279.00	286.00	293.00	299.50	306.00
13 - 18	311.00	319.00	327.00	334.50	342.00
19 - 24	347.50	356.00	365.00	373.00	381.50
25 - 30	387.50	397.00	407.00	416.00	425.50
31 - 36	432.50	443.50	454.50	464.50	475.00
37 - 42	483.00	495.00	507.50	519.00	530.50
43 - 48	539.00	552.50	566.50	579.00	592.00
49 - 54	601.50	616.50	632.00	646.00	660.50
55 - 60	671.00	688.00	705.00	721.00	737.00
MAX 61+	749.00	767.50	786.50	804.00	822.00
	PENSION BAND		210		

STOCK ATTENDANT TELLER

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	248.50	254.50	261.00	267.00	273.00
07 - 12	277.00	284.00	291.00	297.50	304.00
13 - 18	308.50	316.00	324.00	331.50	339.00
19 - 24	343.50	352.00	361.00	369.00	377.50
25 - 30	383.50	393.00	403.00	412.00	421.50
31 - 36	427.50	438.00	449.00	459.00	469.50
37 - 42	476.50	488.50	500.50	512.00	523.50
43 - 48	531.00	544.50	558.00	570.50	583.50
49 - 54	591.50	606.50	621.50	635.50	650.00
55 - 60	659.50	676.00	693.00	708.50	724.50
MAX 61+	735.00	753.50	772.50	790.00	808.00
	PENSION BAND		209		

STOCK ATTENDANT
TELLER

ZONE 5	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	245.50	251.50	258.00	264.00	270.00
07 - 12	273.50	280.50	287.50	294.00	300.50
13 - 18	305.00	312.50	320.50	327.50	335.00
19 - 24	340.00	348.50	357.00	365.00	373.00
25 - 30	379.50	389.00	398.50	407.50	416.50
31 - 36	423.50	434.00	445.00	455.00	465.00
37 - 42	472.50	484.50	496.50	507.50	519.00
43 - 48	527.00	540.00	553.50	566.00	578.50
49 - 54	587.50	602.00	617.00	631.00	645.00
55 - 60	655.50	672.00	689.00	704.50	720.50
MAX 61+	731.00	749.50	768.00	785.50	803.00
	PENSION BAND		209		

STOCK ATTENDANT
TELLER

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	245.50	251.50	258.00	264.00	270.00
07 - 12	277.50	284.50	291.50	298.00	304.50
13 - 18	313.50	321.50	329.50	337.00	344.50
19 - 24	354.50	363.50	372.50	381.00	389.50
25 - 30	400.50	410.50	421.00	430.50	440.00
31 - 36	453.00	464.50	476.00	486.50	497.50
37 - 42	512.00	525.00	538.00	550.00	562.50
43 - 48	579.00	593.50	608.50	622.00	636.00
49 - 54	654.50	671.00	688.00	703.50	719.50
55 - 60	739.50	758.00	777.00	794.50	812.50
MAX 61+	836.00	857.00	878.50	898.50	918.50
	PENSION BAND		213		

STOCK ATTENDANT
TELLER

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	240.00	246.00	252.00	257.50	263.50
07 - 12	271.50	278.50	285.50	292.00	298.50
13 - 18	307.00	314.50	322.50	330.00	337.50
19 - 24	347.00	355.50	364.50	372.50	381.00
25 - 30	392.00	402.00	412.00	421.50	431.00
31 - 36	443.00	454.00	465.50	476.00	486.50
37 - 42	501.00	513.50	526.50	538.50	550.50
43 - 48	566.00	580.00	594.50	608.00	621.50
49 - 54	640.00	656.00	672.50	687.50	703.00
55 - 60	723.00	741.00	759.50	776.50	794.00
MAX 61+	817.50	838.00	859.00	878.50	898.50
	PENSION BAND		212		

STOCK ATTENDANT
SUPPLIES ATTENDANT

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	275.50	282.50	289.50	296.00	302.50
07 - 12	310.50	318.50	326.50	334.00	341.50
13 - 18	350.50	359.50	368.50	377.00	385.50
19 - 24	394.50	404.50	414.50	424.00	433.50
25 - 30	445.00	456.00	467.50	478.00	489.00
31 - 36	502.50	515.00	528.00	540.00	552.00
37 - 42	566.50	580.50	595.00	608.50	622.00
43 - 48	638.50	654.50	671.00	686.00	701.50
49 - 54	720.00	738.00	756.50	773.50	791.00
55 - 60	812.50	833.00	854.00	873.00	892.50
MAX 61+	916.00	939.00	962.50	984.00	1,006.00
	PENSION BAND		216		

WAGE SCHEDULES

STOCK ATTENDANT
SUPPLIES ATTENDANT

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.00	277.00	284.00	290.50	297.00
07 - 12	304.50	312.00	320.00	327.00	334.50
13 - 18	343.50	352.00	361.00	369.00	377.50
19 - 24	388.00	397.50	407.50	416.50	426.00
25 - 30	438.00	449.00	460.00	470.50	481.00
31 - 36	494.50	507.00	519.50	531.00	543.00
37 - 42	558.50	572.50	587.00	600.00	613.50
43 - 48	630.50	646.50	662.50	677.50	692.50
49 - 54	711.50	729.50	747.50	764.50	781.50
55 - 60	803.50	823.50	844.00	863.00	882.50
MAX 61+	907.00	929.50	952.50	974.00	996.00
	PENSION BAND		215		

STOCK ATTENDANT
SUPPLIES ATTENDANT

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	257.00	263.50	270.00	276.00	282.00
07 - 12	291.00	298.50	306.00	313.00	320.00
13 - 18	330.00	338.50	347.00	355.00	363.00
19 - 24	374.50	384.00	393.50	402.50	411.50
25 - 30	424.50	435.00	446.00	456.00	466.50
31 - 36	481.00	493.00	505.50	517.00	528.50
37 - 42	544.50	558.00	572.00	585.00	598.00
43 - 48	617.50	633.00	649.00	663.50	678.50
49 - 54	699.50	717.00	735.00	751.50	768.50
55 - 60	793.50	813.50	834.00	853.00	872.00
MAX 61+	899.00	921.50	944.50	966.00	987.50
	PENSION BAND		215		

STOCK ATTENDANT
SUPPLIES ATTENDANT

ZONE 11	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	245.50	251.50	258.00	264.00	270.00
07 - 12	279.00	286.00	293.00	299.50	306.00
13 - 18	316.50	324.50	332.50	340.00	347.50
19 - 24	360.00	369.00	378.00	386.50	395.00
25 - 30	409.00	419.00	429.50	439.00	449.00
31 - 36	465.00	476.50	488.50	499.50	510.50
37 - 42	528.50	541.50	555.00	567.50	580.50
43 - 48	601.00	616.00	631.50	645.50	660.00
49 - 54	683.00	700.00	717.50	733.50	750.00
55 - 60	775.50	795.00	815.00	833.50	852.50
MAX 61+	882.00	904.00	926.50	947.50	969.00
	PENSION BAND		215		

STOCK ATTENDANT
TELLER

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	227.00	232.50	238.50	244.00	249.50
07 - 12	255.50	262.00	268.50	274.50	280.50
13 - 18	287.50	294.50	302.00	309.00	316.00
19 - 24	324.00	332.00	340.50	348.00	356.00
25 - 30	364.50	373.50	383.00	391.50	400.50
31 - 36	410.50	421.00	431.50	441.00	451.00
37 - 42	462.50	474.00	486.00	497.00	508.00
43 - 48	520.50	533.50	547.00	559.50	572.00
49 - 54	586.50	601.00	616.00	630.00	644.00
55 - 60	660.50	677.00	694.00	709.50	725.50
MAX 61+	743.50	762.00	781.00	798.50	816.50
	PENSION BAND		210		

STOCK ATTENDANT TELLER

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	219.50	225.00	230.50	235.50	241.00
07 - 12	247.00	253.00	259.50	265.50	271.50
13 - 18	278.50	285.50	292.50	299.00	305.50
19 - 24	313.50	321.50	329.50	337.00	344.50
25 - 30	353.00	362.00	371.00	379.50	388.00
31 - 36	398.00	408.00	418.00	427.50	437.00
37 - 42	448.00	459.00	470.50	481.00	492.00
43 - 48	504.50	517.00	530.00	542.00	554.00
49 - 54	568.00	582.00	596.50	610.00	623.50
55 - 60	640.00	656.00	672.50	687.50	703.00
MAX 61+	721.00	739.00	757.50	774.50	792.00
	PENSION BAND		209		

TECHNICIAN STORAGE MANAGEMENT

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	272.00	279.00	286.00	292.50	299.00
07 - 12	308.00	315.50	323.50	331.00	338.50
13 - 18	350.00	359.00	368.00	376.50	385.00
19 - 24	396.50	406.50	416.50	426.00	435.50
25 - 30	450.00	461.50	473.00	483.50	494.50
31 - 36	510.00	523.00	536.00	548.00	560.50
37 - 42	578.50	593.00	608.00	621.50	635.50
43 - 48	656.00	672.50	689.50	705.00	721.00
49 - 54	744.00	762.50	781.50	799.00	817.00
55 - 60	843.50	864.50	886.00	906.00	926.50
MAX 61+	957.00	981.00	1,005.50	1,028.00	1,051.00
	PENSION BAND		217		

TECHNICIAN STORAGE MANAGEMENT

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	272.00	279.00	286.00	292.50	299.00
07 - 12	308.00	315.50	323.50	331.00	338.50
13 - 18	350.00	359.00	368.00	376.50	385.00
19 - 24	396.50	406.50	416.50	426.00	435.50
25 - 30	450.00	461.50	473.00	483.50	494.50
31 - 36	510.00	523.00	536.00	548.00	560.50
37 - 42	578.50	593.00	608.00	621.50	635.50
43 - 48	656.00	672.50	689.50	705.00	721.00
49 - 54	744.00	762.50	781.50	799.00	817.00
55 - 60	843.50	864.50	886.00	906.00	926.50
MAX 61+	957.00	981.00	1,005.50	1,028.00	1,051.00
	PENSION BAND		217		

TECHNICIAN STORAGE MANAGEMENT

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	272.00	279.00	286.00	292.50	299.00
07 - 12	308.00	315.50	323.50	331.00	338.50
13 - 18	350.00	359.00	368.00	376.50	385.00
19 - 24	396.50	406.50	416.50	426.00	435.50
25 - 30	450.00	461.50	473.00	483.50	494.50
31 - 36	510.00	523.00	536.00	548.00	560.50
37 - 42	578.50	593.00	608.00	621.50	635.50
43 - 48	656.00	672.50	689.50	705.00	721.00
49 - 54	744.00	762.50	781.50	799.00	817.00
55 - 60	843.50	864.50	886.00	906.00	926.50
MAX 61+	957.00	981.00	1,005.50	1,028.00	1,051.00
	PENSION BAND		217		

WAGE SCHEDULES

TECHNICIAN STORAGE MANAGEMENT

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	272.00	279.00	286.00	292.50	299.00
07 - 12	308.00	315.50	323.50	331.00	338.50
13 - 18	350.00	359.00	368.00	376.50	385.00
19 - 24	396.50	406.50	416.50	426.00	435.50
25 - 30	450.00	461.50	473.00	483.50	494.50
31 - 36	510.00	523.00	536.00	548.00	560.50
37 - 42	578.50	593.00	608.00	621.50	635.50
43 - 48	656.00	672.50	689.50	705.00	721.00
49 - 54	744.00	762.50	781.50	799.00	817.00
55 - 60	843.50	864.50	886.00	906.00	926.50
MAX 61+	957.00	981.00	1,005.50	1,028.00	1,051.00
	PENSION BAND		217		

OPERATOR COMMUNICATIONS ASSISTANT

ZONE 1	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	284.00	291.00	298.50	305.00	312.00
07 - 12	313.00	321.00	329.00	336.50	344.00
13 - 18	346.00	354.50	363.50	371.50	380.00
19 - 24	381.50	391.00	401.00	410.00	419.00
25 - 30	421.00	431.50	442.50	452.50	462.50
31 - 36	463.50	475.00	487.00	498.00	509.00
37 - 42	511.50	524.50	537.50	549.50	562.00
43 - 48	564.50	578.50	593.00	606.50	620.00
49 - 54	622.50	638.00	654.00	668.50	683.50
55 - 60	686.50	703.50	721.00	737.00	753.50
MAX 61+	757.50	776.50	796.00	814.00	832.50
	PENSION BAND		210		

OPERATOR COMMUNICATIONS ASSISTANT

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	250.00	256.50	263.00	269.00	275.00
07 - 12	279.50	286.50	293.50	300.00	307.00
13 - 18	313.00	321.00	329.00	336.50	344.00
19 - 24	350.50	359.50	368.50	377.00	385.50
25 - 30	392.00	402.00	412.00	421.50	431.00
31 - 36	439.00	450.00	461.50	472.00	482.50
37 - 42	491.00	503.50	516.00	527.50	539.50
43 - 48	550.00	564.00	578.00	591.00	604.50
49 - 54	615.50	631.00	647.00	661.50	676.50
55 - 60	689.00	706.00	723.50	740.00	756.50
MAX 61+	771.00	790.50	810.50	828.50	847.00
	PENSION BAND		211		

OPERATOR COMMUNICATIONS ASSISTANT

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	248.50	254.50	261.00	267.00	273.00
07 - 12	278.00	285.00	292.00	298.50	305.00
13 - 18	310.50	318.50	326.50	334.00	341.50
19 - 24	347.50	356.00	365.00	373.00	381.50
25 - 30	388.50	398.00	408.00	417.00	426.50
31 - 36	434.50	445.50	456.50	467.00	477.50
37 - 42	486.00	498.00	510.50	522.00	533.50
43 - 48	543.50	557.00	571.00	584.00	597.00
49 - 54	608.00	623.00	638.50	653.00	667.50
55 - 60	680.00	697.00	714.50	730.50	747.00
MAX 61+	760.50	779.50	799.00	817.00	835.50
	PENSION BAND		210		

OPERATOR COMMUNICATIONS ASSISTANT

ZONE 5	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	245.50	251.50	258.00	264.00	270.00
07 - 12	274.50	281.50	288.50	295.00	301.50
13 - 18	307.00	314.50	322.50	330.00	337.50
19 - 24	343.50	352.00	361.00	369.00	377.50
25 - 30	384.50	394.00	404.00	413.00	422.50
31 - 36	430.00	441.00	452.00	462.00	472.50
37 - 42	481.00	493.00	505.50	517.00	528.50
43 - 48	538.00	551.50	565.50	578.00	591.00
49 - 54	602.50	617.50	633.00	647.00	661.50
55 - 60	673.50	690.50	708.00	724.00	740.50
MAX 61+	754.00	773.00	792.50	810.50	828.50
	PENSION BAND		210		

OPERATOR COMMUNICATIONS ASSISTANT

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	241.50	247.50	253.50	259.00	265.00
07 - 12	273.00	280.00	287.00	293.50	300.00
13 - 18	307.50	315.00	323.00	330.50	338.00
19 - 24	347.50	356.00	365.00	373.00	381.50
25 - 30	391.50	401.50	411.50	421.00	430.50
31 - 36	441.50	452.50	464.00	474.50	485.00
37 - 42	498.50	511.00	524.00	536.00	548.00
43 - 48	562.00	576.00	590.50	604.00	617.50
49 - 54	634.50	650.50	667.00	682.00	697.50
55 - 60	715.50	733.50	752.00	769.00	786.50
MAX 61+	807.50	827.50	848.00	867.00	886.50
	PENSION BAND		212		

OPERATOR COMMUNICATIONS ASSISTANT

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	236.50	242.50	248.50	254.00	259.50
07 - 12	266.50	273.00	280.00	286.50	293.00
13 - 18	301.00	308.50	316.00	323.00	330.50
19 - 24	339.50	348.00	356.50	364.50	372.50
25 - 30	383.00	392.50	402.50	411.50	421.00
31 - 36	432.00	443.00	454.00	464.00	474.50
37 - 42	487.00	499.00	511.50	523.00	535.00
43 - 48	549.50	563.00	577.00	590.00	603.50
49 - 54	619.50	635.00	651.00	665.50	680.50
55 - 60	699.00	716.50	734.50	751.00	768.00
MAX 61+	788.50	808.00	828.00	846.50	865.50
	PENSION BAND		211		

OPERATOR COMMUNICATIONS ASSISTANT

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	229.50	235.00	241.00	246.50	252.00
07 - 12	260.00	266.50	273.00	279.00	285.50
13 - 18	295.00	302.50	310.00	317.00	324.00
19 - 24	334.00	342.50	351.00	359.00	367.00
25 - 30	378.50	388.00	397.50	406.50	415.50
31 - 36	428.50	439.00	450.00	460.00	470.50
37 - 42	485.50	497.50	510.00	521.50	533.00
43 - 48	550.50	564.50	578.50	591.50	605.00
49 - 54	623.00	638.50	654.50	669.00	684.00
55 - 60	706.50	724.00	742.00	758.50	775.50
MAX 61+	800.00	820.00	840.50	859.50	879.00
	PENSION BAND		212		

WAGE SCHEDULES

OPERATOR COMMUNICATIONS ASSISTANT

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	224.50	230.00	236.00	241.50	247.00
07 - 12	254.50	261.00	267.50	273.50	279.50
13 - 18	288.50	295.50	303.00	310.00	317.00
19 - 24	327.50	335.50	344.00	351.50	359.50
25 - 30	371.50	381.00	390.50	399.50	408.50
31 - 36	421.50	432.00	443.00	453.00	463.00
37 - 42	478.00	490.00	502.50	514.00	525.50
43 - 48	542.00	555.50	569.50	582.50	595.50
49 - 54	615.00	630.50	646.50	661.00	676.00
55 - 60	697.50	715.00	733.00	749.50	766.50
MAX 61+	791.50	811.50	832.00	850.50	869.50
	PENSION BAND		211		

OPERATOR COMMUNICATIONS ASSISTANT

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	224.50	230.00	236.00	241.50	247.00
07 - 12	254.00	260.50	267.00	273.00	279.00
13 - 18	287.50	294.50	302.00	309.00	316.00
19 - 24	326.00	334.00	342.50	350.00	358.00
25 - 30	368.50	377.50	387.00	395.50	404.50
31 - 36	417.50	428.00	438.50	448.50	458.50
37 - 42	473.50	485.50	497.50	508.50	520.00
43 - 48	535.50	549.00	562.50	575.00	588.00
49 - 54	606.50	621.50	637.00	651.50	666.00
55 - 60	687.00	704.00	721.50	737.50	754.00
MAX 61+	778.00	797.50	817.50	836.00	855.00
	PENSION BAND		211		

OPERATOR COMMUNICATIONS ASSISTANT

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	229.00	234.50	240.50	246.00	251.50
07 - 12	258.00	264.50	271.00	277.00	283.00
13 - 18	291.00	298.50	306.00	313.00	320.00
19 - 24	328.50	336.50	345.00	353.00	361.00
25 - 30	371.00	380.50	390.00	399.00	408.00
31 - 36	418.00	428.50	439.00	449.00	459.00
37 - 42	472.00	484.00	496.00	507.00	518.50
43 - 48	532.00	545.50	559.00	571.50	584.50
49 - 54	600.50	615.50	631.00	645.00	659.50
55 - 60	677.00	694.00	711.50	727.50	744.00
MAX 61+	763.50	782.50	802.00	820.00	838.50
	PENSION BAND		210		

OPERATOR COMMUNICATIONS ASSISTANT

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	220.00	225.50	231.00	236.00	241.50
07 - 12	248.00	254.00	260.50	266.50	272.50
13 - 18	280.00	287.00	294.00	300.50	307.50
19 - 24	316.00	324.00	332.00	339.50	347.00
25 - 30	356.50	365.50	374.50	383.00	391.50
31 - 36	402.50	412.50	423.00	432.50	442.00
37 - 42	454.50	466.00	477.50	488.00	499.00
43 - 48	513.00	526.00	539.00	551.00	563.50
49 - 54	579.00	593.50	608.50	622.00	636.00
55 - 60	653.50	670.00	687.00	702.50	718.50
MAX 61+	737.50	756.00	775.00	792.50	810.50
	PENSION BAND		210		

OPERATOR SERVICES ASSISTANT
OPERATOR SERVICES CLERK

ZONE 1	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	284.00	291.00	298.50	305.00	312.00
07 - 12	313.50	321.50	329.50	337.00	344.50
13 - 18	347.00	355.50	364.50	372.50	381.00
19 - 24	383.00	392.50	402.50	411.50	421.00
25 - 30	423.50	434.00	445.00	455.00	465.00
31 - 36	467.50	479.00	491.00	502.00	513.50
37 - 42	517.00	530.00	543.50	555.50	568.00
43 - 48	571.00	585.50	600.00	613.50	627.50
49 - 54	631.50	647.50	663.50	678.50	694.00
55 - 60	697.00	714.50	732.50	749.00	766.00
MAX 61+	770.50	790.00	810.00	828.00	846.50
	PENSION BAND		210		

OPERATOR SERVICES ASSISTANT
OPERATOR SERVICES CLERK

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	254.00	260.50	267.00	273.00	279.00
07 - 12	284.00	291.00	298.50	305.00	312.00
13 - 18	317.50	325.50	333.50	341.00	348.50
19 - 24	355.50	364.50	373.50	382.00	390.50
25 - 30	398.00	408.00	418.00	427.50	437.00
31 - 36	444.50	455.50	467.00	477.50	488.00
37 - 42	498.00	510.50	523.50	535.50	547.50
43 - 48	557.00	571.00	585.50	598.50	612.00
49 - 54	622.50	638.00	654.00	668.50	683.50
55 - 60	696.50	714.00	732.00	748.50	765.50
MAX 61+	779.50	799.00	819.00	837.50	856.50
	PENSION BAND		211		

OPERATOR SERVICES ASSISTANT
OPERATOR SERVICES CLERK

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	252.50	259.00	265.50	271.50	277.50
07 - 12	282.00	289.00	296.00	302.50	309.50
13 - 18	315.50	323.50	331.50	339.00	346.50
19 - 24	352.50	361.50	370.50	379.00	387.50
25 - 30	394.00	404.00	414.00	423.50	433.00
31 - 36	440.50	451.50	463.00	473.50	484.00
37 - 42	492.50	505.00	517.50	529.00	541.00
43 - 48	551.00	565.00	579.00	592.00	605.50
49 - 54	615.50	631.00	647.00	661.50	676.50
55 - 60	688.00	705.00	722.50	739.00	755.50
MAX 61+	769.00	788.00	807.50	825.50	844.00
	PENSION BAND		211		

OPERATOR SERVICES ASSISTANT
OPERATOR SERVICES CLERK

ZONE 5	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	250.00	256.50	263.00	269.00	275.00
07 - 12	279.50	286.50	293.50	300.00	307.00
13 - 18	312.00	320.00	328.00	335.50	343.00
19 - 24	349.50	358.00	367.00	375.50	384.00
25 - 30	390.50	400.50	410.50	419.50	429.00
31 - 36	436.50	447.50	458.50	469.00	479.50
37 - 42	488.00	500.00	512.50	524.00	536.00
43 - 48	545.50	559.00	573.00	586.00	599.00
49 - 54	610.00	625.50	641.00	655.50	670.00
55 - 60	682.00	699.00	716.50	732.50	749.00
MAX 61+	762.50	781.50	801.00	819.00	837.50
	PENSION BAND		210		

WAGE SCHEDULES

OPERATOR SERVICES ASSISTANT
OPERATOR SERVICES CLERK

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	246.00	252.00	258.50	264.50	270.50
07 - 12	277.00	284.00	291.00	297.50	304.00
13 - 18	312.50	320.50	328.50	336.00	343.50
19 - 24	352.50	361.50	370.50	379.00	387.50
25 - 30	397.50	407.50	417.50	427.00	436.50
31 - 36	448.00	459.00	470.50	481.00	492.00
37 - 42	505.00	517.50	530.50	542.50	554.50
43 - 48	569.00	583.00	597.50	611.00	624.50
49 - 54	641.50	657.50	674.00	689.00	704.50
55 - 60	723.00	741.00	759.50	776.50	794.00
MAX 61+	815.50	836.00	857.00	876.50	896.00
	PENSION BAND		212		

OPERATOR SERVICES ASSISTANT
OPERATOR SERVICES CLERK

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	240.50	246.50	252.50	258.00	264.00
07 - 12	271.50	278.50	285.50	292.00	298.50
13 - 18	306.00	313.50	321.50	328.50	336.00
19 - 24	345.00	353.50	362.50	370.50	379.00
25 - 30	389.00	398.50	408.50	417.50	427.00
31 - 36	438.50	449.50	460.50	471.00	481.50
37 - 42	494.00	506.50	519.00	530.50	542.50
43 - 48	557.50	571.50	586.00	599.00	612.50
49 - 54	628.50	644.00	660.00	675.00	690.00
55 - 60	708.50	726.00	744.00	760.50	777.50
MAX 61+	798.50	818.50	839.00	858.00	877.50
	PENSION BAND		212		

OPERATOR SERVICES ASSISTANT
OPERATOR SERVICES CLERK

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	233.50	239.50	245.50	251.00	256.50
07 - 12	264.00	270.50	277.50	283.50	290.00
13 - 18	299.50	307.00	314.50	321.50	328.50
19 - 24	338.50	347.00	355.50	363.50	371.50
25 - 30	383.50	393.00	403.00	412.00	421.50
31 - 36	434.00	445.00	456.00	466.50	477.00
37 - 42	491.00	503.50	516.00	527.50	539.50
43 - 48	556.00	570.00	584.50	597.50	611.00
49 - 54	629.00	644.50	660.50	675.50	690.50
55 - 60	712.00	730.00	748.50	765.50	782.50
MAX 61+	806.00	826.00	846.50	865.50	885.00
	PENSION BAND		212		

OPERATOR SERVICES ASSISTANT
OPERATOR SERVICES CLERK

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	228.50	234.00	240.00	245.50	251.00
07 - 12	259.00	265.50	272.00	278.00	284.50
13 - 18	293.50	301.00	308.50	315.50	322.50
19 - 24	332.50	341.00	349.50	357.50	365.50
25 - 30	376.50	386.00	395.50	404.50	413.50
31 - 36	427.00	437.50	448.50	458.50	469.00
37 - 42	483.50	495.50	508.00	519.50	531.00
43 - 48	547.50	561.00	575.00	588.00	601.00
49 - 54	620.50	636.00	652.00	666.50	681.50
55 - 60	703.50	721.00	739.00	755.50	772.50
MAX 61+	797.00	817.00	837.50	856.50	876.00
	PENSION BAND		212		

OPERATOR SERVICES ASSISTANT
OPERATOR SERVICES CLERK

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	228.50	234.00	240.00	245.50	251.00
07 - 12	258.50	265.00	271.50	277.50	283.50
13 - 18	292.00	299.50	307.00	314.00	321.00
19 - 24	330.50	339.00	347.50	355.50	363.50
25 - 30	374.00	383.50	393.00	402.00	411.00
31 - 36	423.00	433.50	444.50	454.50	464.50
37 - 42	478.50	490.50	503.00	514.50	526.00
43 - 48	541.00	554.50	568.50	581.50	594.50
49 - 54	612.00	627.50	643.00	657.50	672.50
55 - 60	692.00	709.50	727.00	743.50	760.00
MAX 61+	783.00	802.50	822.50	841.00	860.00
	PENSION BAND		211		

OPERATOR SERVICES ASSISTANT
OPERATOR SERVICES CLERK

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	229.00	234.50	240.50	246.00	251.50
07 - 12	258.50	265.00	271.50	277.50	283.50
13 - 18	291.50	299.00	306.50	313.50	320.50
19 - 24	329.50	337.50	346.00	354.00	362.00
25 - 30	372.50	382.00	391.50	400.50	409.50
31 - 36	420.00	430.50	441.50	451.50	461.50
37 - 42	475.00	487.00	499.00	510.00	521.50
43 - 48	536.00	549.50	563.00	575.50	588.50
49 - 54	605.50	620.50	636.00	650.50	665.00
55 - 60	683.50	700.50	718.00	734.00	750.50
MAX 61+	771.50	791.00	811.00	829.00	847.50
	PENSION BAND		211		

OPERATOR SERVICES ASSISTANT
OPERATOR SERVICES CLERK

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	220.00	225.50	231.00	236.00	241.50
07 - 12	248.50	254.50	261.00	267.00	273.00
13 - 18	280.50	287.50	294.50	301.00	308.00
19 - 24	317.00	325.00	333.00	340.50	348.00
25 - 30	358.50	367.50	376.50	385.00	393.50
31 - 36	405.00	415.00	425.50	435.00	445.00
37 - 42	458.00	469.50	481.00	492.00	503.00
43 - 48	517.00	530.00	543.50	555.50	568.00
49 - 54	584.50	599.00	614.00	628.00	642.00
55 - 60	660.50	677.00	694.00	709.50	725.50
MAX 61+	746.50	765.00	784.00	801.50	819.50
	PENSION BAND		210		

SERVICE ASSISTANT

ZONE 1	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	285.00	292.00	299.50	306.00	313.00
07 - 12	315.50	323.50	331.50	339.00	346.50
13 - 18	350.00	359.00	368.00	376.50	385.00
19 - 24	388.00	397.50	407.50	416.50	426.00
25 - 30	430.00	441.00	452.00	462.00	472.50
31 - 36	476.50	488.50	500.50	512.00	523.50
37 - 42	528.00	541.00	554.50	567.00	580.00
43 - 48	585.00	599.50	614.50	628.50	642.50
49 - 54	648.00	664.00	680.50	696.00	711.50
55 - 60	718.50	736.50	755.00	772.00	789.50
MAX 61+	796.00	816.00	836.50	855.50	874.50
	PENSION BAND		212		

WAGE SCHEDULES

SERVICE ASSISTANT

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	250.00	256.50	263.00	269.00	275.00
07 - 12	280.50	287.50	294.50	301.00	308.00
13 - 18	315.00	323.00	331.00	338.50	346.00
19 - 24	354.00	363.00	372.00	380.50	389.00
25 - 30	398.00	408.00	418.00	427.50	437.00
31 - 36	447.00	458.00	469.50	480.00	491.00
37 - 42	502.00	514.50	527.50	539.50	551.50
43 - 48	563.50	577.50	592.00	605.50	619.00
49 - 54	633.00	649.00	665.00	680.00	695.50
55 - 60	710.50	728.50	746.50	763.50	780.50
MAX 61+	798.00	818.00	838.50	857.50	877.00
	PENSION BAND		212		

SERVICE ASSISTANT

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	248.50	254.50	261.00	267.00	273.00
07 - 12	279.00	286.00	293.00	299.50	306.00
13 - 18	313.00	321.00	329.00	336.50	344.00
19 - 24	351.50	360.50	369.50	378.00	386.50
25 - 30	394.00	404.00	414.00	423.50	433.00
31 - 36	442.50	453.50	465.00	475.50	486.00
37 - 42	496.50	509.00	521.50	533.00	545.00
43 - 48	558.00	572.00	586.50	599.50	613.00
49 - 54	626.50	642.00	658.00	673.00	688.00
55 - 60	703.00	720.50	738.50	755.00	772.00
MAX 61+	789.00	808.50	828.50	847.00	866.00
	PENSION BAND		211		

SERVICE ASSISTANT

ZONE 5	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	245.50	251.50	258.00	264.00	270.00
07 - 12	275.50	282.50	289.50	296.00	302.50
13 - 18	309.00	316.50	324.50	332.00	339.50
19 - 24	347.50	356.00	365.00	373.00	381.50
25 - 30	389.50	399.00	409.00	418.00	427.50
31 - 36	437.50	448.50	459.50	470.00	480.50
37 - 42	491.00	503.50	516.00	527.50	539.50
43 - 48	552.00	566.00	580.00	593.00	606.50
49 - 54	619.50	635.00	651.00	665.50	680.50
55 - 60	695.50	713.00	731.00	747.50	764.50
MAX 61+	781.00	800.50	820.50	839.00	858.00
	PENSION BAND		211		

SERVICE ASSISTANT

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	262.00	268.50	275.00	281.00	287.50
07 - 12	295.00	302.50	310.00	317.00	324.00
13 - 18	332.00	340.50	349.00	357.00	365.00
19 - 24	373.50	383.00	392.50	401.50	410.50
25 - 30	420.00	430.50	441.50	451.50	461.50
31 - 36	473.00	485.00	497.00	508.00	519.50
37 - 42	532.00	545.50	559.00	571.50	584.50
43 - 48	598.00	613.00	628.50	642.50	657.00
49 - 54	673.00	690.00	707.50	723.50	740.00
55 - 60	757.50	776.50	796.00	814.00	832.50
MAX 61+	852.00	873.50	895.50	915.50	936.00
	PENSION BAND		214		

SERVICE ASSISTANT

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	257.00	263.50	270.00	276.00	282.00
07 - 12	289.00	296.00	303.50	310.50	317.50
13 - 18	325.50	333.50	342.00	349.50	357.50
19 - 24	366.00	375.00	384.50	393.00	402.00
25 - 30	412.50	423.00	433.50	443.50	453.50
31 - 36	464.00	475.50	487.50	498.50	509.50
37 - 42	522.00	535.00	548.50	561.00	573.50
43 - 48	588.00	602.50	617.50	631.50	645.50
49 - 54	661.50	678.00	695.00	710.50	726.50
55 - 60	744.50	763.00	782.00	799.50	817.50
MAX 61+	838.00	859.00	880.50	900.50	921.00
	PENSION BAND		213		

SERVICE ASSISTANT

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	245.00	251.00	257.50	263.50	269.50
07 - 12	277.00	284.00	291.00	297.50	304.00
13 - 18	313.50	321.50	329.50	337.00	344.50
19 - 24	355.00	364.00	373.00	381.50	390.00
25 - 30	401.50	411.50	422.00	431.50	441.00
31 - 36	454.50	466.00	477.50	488.00	499.00
37 - 42	514.00	527.00	540.00	552.00	564.50
43 - 48	582.00	596.50	611.50	625.50	639.50
49 - 54	658.50	675.00	692.00	707.50	723.50
55 - 60	745.00	763.50	782.50	800.00	818.00
MAX 61+	843.00	864.00	885.50	905.50	926.00
	PENSION BAND		213		

SERVICE ASSISTANT

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	239.50	245.50	251.50	257.00	263.00
07 - 12	271.50	278.50	285.50	292.00	298.50
13 - 18	307.50	315.00	323.00	330.50	338.00
19 - 24	348.50	357.00	366.00	374.00	382.50
25 - 30	394.50	404.50	414.50	424.00	433.50
31 - 36	447.50	458.50	470.00	480.50	491.50
37 - 42	506.50	519.00	532.00	544.00	556.00
43 - 48	574.00	588.50	603.00	616.50	630.50
49 - 54	649.50	665.50	682.00	697.50	713.00
55 - 60	736.00	754.50	773.50	791.00	809.00
MAX 61+	834.00	855.00	876.50	896.00	916.00
	PENSION BAND		213		

SERVICE ASSISTANT

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	239.50	245.50	251.50	257.00	263.00
07 - 12	271.50	278.50	285.50	292.00	298.50
13 - 18	306.50	314.00	322.00	329.00	336.50
19 - 24	347.00	355.50	364.50	372.50	381.00
25 - 30	392.00	402.00	412.00	421.50	431.00
31 - 36	443.50	454.50	466.00	476.50	487.00
37 - 42	501.50	514.00	527.00	539.00	551.00
43 - 48	567.00	581.00	595.50	609.00	622.50
49 - 54	641.50	657.50	674.00	689.00	704.50
55 - 60	725.50	743.50	762.00	779.00	796.50
MAX 61+	820.50	841.00	862.00	881.50	901.50
	PENSION BAND		212		

WAGE SCHEDULES

SERVICE ASSISTANT

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	253.00	259.50	266.00	272.00	278.00
07 - 12	283.50	290.50	298.00	304.50	311.50
13 - 18	318.00	326.00	334.00	341.50	349.00
19 - 24	357.00	366.00	375.00	383.50	392.00
25 - 30	400.50	410.50	421.00	430.50	440.00
31 - 36	449.00	460.00	471.50	482.00	493.00
37 - 42	504.00	516.50	529.50	541.50	553.50
43 - 48	565.00	579.00	593.50	607.00	620.50
49 - 54	633.50	649.50	665.50	680.50	696.00
55 - 60	711.00	729.00	747.00	764.00	781.00
MAX 61+	797.00	817.00	837.50	856.50	876.00
	PENSION BAND		212		

SERVICE ASSISTANT

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	243.50	249.50	255.50	261.00	267.00
07 - 12	273.50	280.50	287.50	294.00	300.50
13 - 18	306.50	314.00	322.00	329.00	336.50
19 - 24	344.50	353.00	362.00	370.00	378.50
25 - 30	386.50	396.00	406.00	415.00	424.50
31 - 36	434.00	445.00	456.00	466.50	477.00
37 - 42	487.00	499.00	511.50	523.00	535.00
43 - 48	547.00	560.50	574.50	587.50	600.50
49 - 54	614.00	629.50	645.00	659.50	674.50
55 - 60	689.50	706.50	724.00	740.50	757.00
MAX 61+	774.00	793.50	813.50	832.00	850.50
	PENSION BAND		211		

AUTOMOTIVE EQUIPMENT TECHNICIAN

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	308.00	315.50	323.50	331.00	338.50
07 - 12	349.50	358.50	367.50	375.50	383.00
13 - 18	397.00	407.00	417.00	426.50	436.00
19 - 24	450.50	462.00	473.50	484.00	495.00
25 - 30	511.00	524.00	537.00	549.00	561.50
31 - 36	580.00	594.50	609.50	623.00	637.00
37 - 42	658.50	675.00	692.00	707.50	723.50
43 - 48	747.00	765.50	784.50	802.00	820.00
49 - 54	847.50	868.50	890.00	910.00	930.50
55 - 60	962.50	986.50	1,011.00	1,033.50	1,057.00
MAX 61+	1,092.00	1,119.50	1,147.50	1,173.50	1,200.00
	PENSION BAND		222		

AUTOMOTIVE EQUIPMENT TECHNICIAN

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	290.00	297.50	305.00	312.00	319.00
07 - 12	331.00	339.50	348.00	356.00	364.00
13 - 18	377.00	386.50	396.00	405.00	414.00
19 - 24	430.00	441.00	452.00	462.00	472.50
25 - 30	490.00	502.50	515.00	526.50	538.50
31 - 36	558.50	572.50	587.00	600.00	613.50
37 - 42	636.50	652.50	669.00	684.00	699.50
43 - 48	725.50	743.50	762.00	779.00	796.50
49 - 54	827.00	847.50	868.50	888.00	908.00
55 - 60	942.50	966.00	990.00	1,012.50	1,035.50
MAX 61+	1,074.50	1,101.50	1,129.00	1,154.50	1,180.50
	PENSION BAND		221		

AUTOMOTIVE EQUIPMENT TECHNICIAN

ZONE 5	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	289.00	296.00	303.50	310.50	317.50
07 - 12	329.50	337.50	346.00	354.00	362.00
13 - 18	376.00	385.50	395.00	404.00	413.00
19 - 24	428.50	439.00	450.00	460.00	470.50
25 - 30	488.00	500.00	512.50	524.00	536.00
31 - 36	556.50	570.50	585.00	598.00	611.50
37 - 42	634.50	650.50	667.00	682.00	697.50
43 - 48	723.00	741.00	759.50	776.50	794.00
49 - 54	824.50	845.00	866.00	885.50	905.50
55 - 60	940.00	963.50	987.50	1,009.50	1,032.00
MAX 61+	1,071.50	1,098.50	1,126.00	1,151.50	1,177.50
	PENSION BAND		221		

AUTOMOTIVE EQUIPMENT TECHNICIAN

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	281.00	288.00	295.00	301.50	308.50
07 - 12	323.50	331.50	340.00	347.50	355.50
13 - 18	372.00	381.50	391.00	400.00	409.00
19 - 24	428.00	438.50	449.50	459.50	470.00
25 - 30	492.00	504.50	517.00	528.50	540.50
31 - 36	566.50	580.50	595.00	608.50	622.00
37 - 42	652.00	668.50	685.00	700.50	716.50
43 - 48	749.50	768.00	787.00	804.50	822.50
49 - 54	863.00	884.50	906.50	927.00	948.00
55 - 60	992.50	1,017.50	1,043.00	1,066.50	1,090.50
MAX 61+	1,142.00	1,170.50	1,200.00	1,227.00	1,254.50
	PENSION BAND		224		

AUTOMOTIVE EQUIPMENT TECHNICIAN

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	276.00	283.00	290.00	296.50	303.00
07 - 12	317.50	325.50	333.50	341.00	348.50
13 - 18	365.50	374.50	384.00	392.50	401.50
19 - 24	421.00	431.50	442.50	452.50	462.50
25 - 30	484.50	496.50	509.00	520.50	532.00
31 - 36	557.50	571.50	586.00	599.00	612.50
37 - 42	641.50	657.50	674.00	689.00	704.50
43 - 48	738.50	757.00	776.00	793.50	811.50
49 - 54	850.00	871.50	893.50	913.50	934.00
55 - 60	978.50	1,003.00	1,028.00	1,051.00	1,074.50
MAX 61+	1,126.50	1,154.50	1,183.50	1,210.00	1,237.00
	PENSION BAND		223		

AUTOMOTIVE EQUIPMENT TECHNICIAN

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	282.00	289.00	296.00	302.50	309.50
07 - 12	323.50	331.50	340.00	347.50	355.50
13 - 18	370.50	380.00	389.50	398.50	407.50
19 - 24	424.50	435.00	446.00	456.00	466.50
25 - 30	486.00	498.00	510.50	522.00	533.50
31 - 36	556.50	570.50	585.00	598.00	611.50
37 - 42	637.50	653.50	670.00	685.00	700.50
43 - 48	730.50	749.00	767.50	785.00	802.50
49 - 54	837.00	858.00	879.50	899.50	919.50
55 - 60	959.00	983.00	1,007.50	1,030.00	1,053.00
MAX 61+	1,098.50	1,126.00	1,154.00	1,180.00	1,206.50
	PENSION BAND		222		

WAGE SCHEDULES

AUTOMOTIVE EQUIPMENT TECHNICIAN

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	282.00	289.00	296.00	302.50	309.50
07 - 12	322.50	330.50	339.00	346.50	354.50
13 - 18	368.00	377.00	386.50	395.00	404.00
19 - 24	421.00	431.50	442.50	452.50	462.50
25 - 30	481.00	493.00	505.50	517.00	528.50
31 - 36	550.00	564.00	578.00	591.00	604.50
37 - 42	628.00	643.50	659.50	674.50	689.50
43 - 48	717.50	735.50	754.00	771.00	788.50
49 - 54	820.00	840.50	861.50	881.00	901.00
55 - 60	937.50	961.00	985.00	1,007.00	1,029.50
MAX 61+	1,071.00	1,098.00	1,125.50	1,151.00	1,177.00
	PENSION BAND		221		

LIGHT DELIVERY DRIVER

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	260.00	266.50	273.00	279.00	285.50
07 - 12	292.00	299.50	307.00	314.00	321.00
13 - 18	328.50	336.50	345.00	353.00	361.00
19 - 24	368.50	377.50	387.00	395.50	404.50
25 - 30	414.50	425.00	435.50	445.50	455.50
31 - 36	465.50	477.00	489.00	500.00	511.50
37 - 42	523.50	536.50	550.00	562.50	575.00
43 - 48	588.00	602.50	617.50	631.50	645.50
49 - 54	661.00	677.50	694.50	710.00	726.00
55 - 60	742.50	761.00	780.00	797.50	815.50
MAX 61+	834.50	855.50	877.00	896.50	916.50
	PENSION BAND		214		

LIGHT DELIVERY DRIVER

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	249.50	255.50	262.00	268.00	274.00
07 - 12	282.00	289.00	296.00	302.50	309.50
13 - 18	319.50	327.50	335.50	343.00	350.50
19 - 24	361.00	370.00	379.50	388.00	396.50
25 - 30	408.50	418.50	429.00	438.50	448.50
31 - 36	462.00	473.50	485.50	496.50	507.50
37 - 42	523.00	536.00	549.50	562.00	574.50
43 - 48	591.50	606.50	621.50	635.50	650.00
49 - 54	669.00	685.50	702.50	718.50	734.50
55 - 60	757.00	776.00	795.50	813.50	832.00
MAX 61+	856.50	878.00	900.00	920.50	941.00
	PENSION BAND		214		

LIGHT DELIVERY DRIVER

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	245.00	251.00	257.50	263.50	269.50
07 - 12	277.00	284.00	291.00	297.50	304.00
13 - 18	313.00	321.00	329.00	336.50	344.00
19 - 24	354.50	363.50	372.50	381.00	389.50
25 - 30	401.00	411.00	421.50	431.00	440.50
31 - 36	453.50	465.00	476.50	487.00	498.00
37 - 42	513.00	526.00	539.00	551.00	563.50
43 - 48	580.50	595.00	610.00	623.50	637.50
49 - 54	656.50	673.00	690.00	705.50	721.50
55 - 60	742.50	761.00	780.00	797.50	815.50
MAX 61+	840.00	861.00	882.50	902.50	923.00
	PENSION BAND		213		

LIGHT DELIVERY DRIVER

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	275.50	282.50	289.50	296.00	302.50
07 - 12	307.50	315.00	323.00	330.50	338.00
13 - 18	342.50	351.00	360.00	368.00	376.50
19 - 24	382.50	392.00	402.00	411.00	420.00
25 - 30	427.00	437.50	448.50	458.50	469.00
31 - 36	476.50	488.50	500.50	512.00	523.50
37 - 42	531.50	545.00	558.50	571.00	584.00
43 - 48	593.00	608.00	623.00	637.00	651.50
49 - 54	662.00	678.50	695.50	711.00	727.00
55 - 60	738.50	757.00	776.00	793.50	811.50
MAX 61+	824.00	844.50	865.50	885.00	905.00
	PENSION BAND		213		

LIGHT DELIVERY DRIVER

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.00	277.00	284.00	290.50	297.00
07 - 12	301.50	309.00	316.50	323.50	331.00
13 - 18	336.50	345.00	353.50	361.50	369.50
19 - 24	376.00	385.50	395.00	404.00	413.00
25 - 30	419.50	430.00	441.00	451.00	461.00
31 - 36	469.00	480.50	492.50	503.50	515.00
37 - 42	524.00	537.00	550.50	563.00	575.50
43 - 48	585.00	599.50	614.50	628.50	642.50
49 - 54	654.00	670.50	687.50	703.00	719.00
55 - 60	730.50	749.00	767.50	785.00	802.50
MAX 61+	815.50	836.00	857.00	876.50	896.00
	PENSION BAND		212		

LIGHT DELIVERY DRIVER

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	257.00	263.50	270.00	276.00	282.00
07 - 12	288.00	295.00	302.50	309.50	316.50
13 - 18	323.50	331.50	340.00	347.50	355.50
19 - 24	362.50	371.50	381.00	389.50	398.50
25 - 30	406.50	416.50	427.00	436.50	446.50
31 - 36	456.00	467.50	479.00	490.00	501.00
37 - 42	511.50	524.50	537.50	549.50	562.00
43 - 48	573.00	587.50	602.00	615.50	629.50
49 - 54	643.00	659.00	675.50	690.50	706.00
55 - 60	721.00	739.00	757.50	774.50	792.00
MAX 61+	809.00	829.00	849.50	868.50	888.00
	PENSION BAND		212		

LIGHT DELIVERY DRIVER

ZONE 11	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	245.50	251.50	258.00	264.00	270.00
07 - 12	276.00	283.00	290.00	296.50	303.00
13 - 18	310.00	318.00	326.00	333.50	341.00
19 - 24	349.00	357.50	366.50	374.50	383.00
25 - 30	392.00	402.00	412.00	421.50	431.00
31 - 36	440.50	451.50	463.00	473.50	484.00
37 - 42	495.50	508.00	520.50	532.00	544.00
43 - 48	557.50	571.50	586.00	599.00	612.50
49 - 54	626.50	642.00	658.00	673.00	688.00
55 - 60	704.50	722.00	740.00	756.50	773.50
MAX 61+	792.00	812.00	832.50	851.00	870.00
	PENSION BAND		211		

WAGE SCHEDULES

LIGHT DELIVERY DRIVER

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	272.00	279.00	286.00	292.50	299.00
07 - 12	305.50	313.00	321.00	328.00	335.50
13 - 18	343.50	352.00	361.00	369.00	377.50
19 - 24	386.50	396.00	406.00	415.00	424.50
25 - 30	434.50	445.50	456.50	467.00	477.50
31 - 36	488.50	500.50	513.00	524.50	536.50
37 - 42	549.50	563.00	577.00	590.00	603.50
43 - 48	617.50	633.00	649.00	663.50	678.50
49 - 54	694.00	711.50	729.50	746.00	763.00
55 - 60	781.00	800.50	820.50	839.00	858.00
MAX 61+	877.50	899.50	922.00	942.50	963.50
	PENSION BAND		214		

LIGHT DELIVERY DRIVER

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	272.00	279.00	286.00	292.50	299.00
07 - 12	305.00	312.50	320.50	327.50	335.00
13 - 18	342.50	351.00	360.00	368.00	376.50
19 - 24	384.50	394.00	404.00	413.00	422.50
25 - 30	431.50	442.50	453.50	463.50	474.00
31 - 36	484.50	496.50	509.00	520.50	532.00
37 - 42	543.50	557.00	571.00	584.00	597.00
43 - 48	610.00	625.50	641.00	655.50	670.00
49 - 54	685.00	702.00	719.50	735.50	752.00
55 - 60	768.50	787.50	807.00	825.00	843.50
MAX 61+	863.00	884.50	906.50	927.00	948.00
	PENSION BAND		214		

GARAGE ATTENDANT

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	261.00	267.50	274.00	280.00	286.50
07 - 12	292.00	299.50	307.00	314.00	321.00
13 - 18	327.00	335.00	343.50	351.00	359.00
19 - 24	365.00	374.00	383.50	392.00	401.00
25 - 30	408.50	418.50	429.00	438.50	448.50
31 - 36	457.00	468.50	480.00	491.00	502.00
37 - 42	511.00	524.00	537.00	549.00	561.50
43 - 48	571.50	586.00	600.50	614.00	628.00
49 - 54	639.50	655.50	672.00	687.00	702.50
55 - 60	715.50	733.50	752.00	769.00	786.50
MAX 61+	800.00	820.00	840.50	859.50	879.00
	PENSION BAND		212		

GARAGE ATTENDANT

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	261.00	267.50	274.00	280.00	286.50
07 - 12	291.50	299.00	306.50	313.50	320.50
13 - 18	326.00	334.00	342.50	350.00	358.00
19 - 24	363.50	372.50	382.00	390.50	399.50
25 - 30	406.50	416.50	427.00	436.50	446.50
31 - 36	454.00	465.50	477.00	487.50	498.50
37 - 42	507.00	519.50	532.50	544.50	557.00
43 - 48	566.00	580.00	594.50	608.00	621.50
49 - 54	632.00	648.00	664.00	679.00	694.50
55 - 60	706.00	723.50	741.50	758.00	775.00
MAX 61+	788.50	808.00	828.00	846.50	865.50
	PENSION BAND		211		

SPECIAL FACILITIES ASSISTANT

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	251.00	257.50	264.00	270.00	276.00
07 - 12	286.00	293.00	300.50	307.50	314.50
13 - 18	326.00	334.00	342.50	350.00	358.00
19 - 24	372.00	381.50	391.00	400.00	409.00
25 - 30	424.00	434.50	445.50	455.50	465.50
31 - 36	483.00	495.00	507.50	519.00	530.50
37 - 42	550.50	564.50	578.50	591.50	605.00
43 - 48	627.50	643.00	659.00	674.00	689.00
49 - 54	715.00	733.00	751.50	768.50	786.00
55 - 60	815.00	835.50	856.50	876.00	895.50
MAX 61+	929.00	952.00	976.00	998.00	1,020.50
	PENSION BAND		216		

SUPPLIES ATTENDANT

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	264.50	271.00	278.00	284.50	291.00
07 - 12	299.50	307.00	314.50	321.50	328.50
13 - 18	339.00	347.50	356.00	364.00	372.00
19 - 24	383.50	393.00	403.00	412.00	421.50
25 - 30	434.00	445.00	456.00	466.50	477.00
31 - 36	491.00	503.50	516.00	527.50	539.50
37 - 42	556.00	570.00	584.50	597.50	611.00
43 - 48	629.50	645.00	661.00	676.00	691.00
49 - 54	712.00	730.00	748.50	765.50	782.50
55 - 60	806.00	826.00	846.50	865.50	885.00
MAX 61+	912.00	935.00	958.50	980.00	1,002.00
	PENSION BAND		216		

SUPPLIES ATTENDANT

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	259.50	266.00	272.50	278.50	285.00
07 - 12	294.00	301.50	309.00	316.00	323.00
13 - 18	332.50	341.00	349.50	357.50	365.50
19 - 24	376.50	386.00	395.50	404.50	413.50
25 - 30	426.00	436.50	447.50	457.50	468.00
31 - 36	482.00	494.00	506.50	518.00	529.50
37 - 42	545.50	559.00	573.00	586.00	599.00
43 - 48	617.50	633.00	649.00	663.50	678.50
49 - 54	699.00	716.50	734.50	751.00	768.00
55 - 60	791.00	811.00	831.50	850.00	869.00
MAX 61+	895.50	918.00	941.00	962.00	983.50
	PENSION BAND		215		

SUPPLY ATTENDANT

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	255.50	262.00	268.50	274.50	280.50
07 - 12	291.00	298.50	306.00	313.00	320.00
13 - 18	332.50	341.00	349.50	357.50	365.50
19 - 24	379.50	389.00	398.50	407.50	416.50
25 - 30	432.50	443.50	454.50	464.50	475.00
31 - 36	493.50	506.00	518.50	530.00	542.00
37 - 42	563.00	577.00	591.50	605.00	618.50
43 - 48	642.00	658.00	674.50	689.50	705.00
49 - 54	732.50	751.00	770.00	787.50	805.00
55 - 60	835.50	856.50	878.00	898.00	918.00
MAX 61+	953.00	977.00	1,001.50	1,024.00	1,047.00
	PENSION BAND		217		

WAGE SCHEDULES

SUPPLY ATTENDANT

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	255.50	262.00	268.50	274.50	280.50
07 - 12	291.00	298.50	306.00	313.00	320.00
13 - 18	332.50	341.00	349.50	357.50	365.50
19 - 24	379.50	389.00	398.50	407.50	416.50
25 - 30	432.50	443.50	454.50	464.50	475.00
31 - 36	493.50	506.00	518.50	530.00	542.00
37 - 42	563.00	577.00	591.50	605.00	618.50
43 - 48	642.00	658.00	674.50	689.50	705.00
49 - 54	732.50	751.00	770.00	787.50	805.00
55 - 60	835.50	856.50	878.00	898.00	918.00
MAX 61+	953.00	977.00	1,001.50	1,024.00	1,047.00
	PENSION BAND		217		

SUPPLY ATTENDANT

ZONE 5	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	255.50	262.00	268.50	274.50	280.50
07 - 12	291.00	298.50	306.00	313.00	320.00
13 - 18	332.50	341.00	349.50	357.50	365.50
19 - 24	379.50	389.00	398.50	407.50	416.50
25 - 30	432.50	443.50	454.50	464.50	475.00
31 - 36	493.50	506.00	518.50	530.00	542.00
37 - 42	563.00	577.00	591.50	605.00	618.50
43 - 48	642.00	658.00	674.50	689.50	705.00
49 - 54	732.50	751.00	770.00	787.50	805.00
55 - 60	835.50	856.50	878.00	898.00	918.00
MAX 61+	953.00	977.00	1,001.50	1,024.00	1,047.00
	PENSION BAND		217		

SUPPLY ATTENDANT

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	281.00	288.00	295.00	301.50	308.50
07 - 12	317.50	325.50	333.50	341.00	348.50
13 - 18	358.50	367.50	376.50	385.00	393.50
19 - 24	405.50	415.50	426.00	435.50	445.50
25 - 30	458.00	469.50	481.00	492.00	503.00
31 - 36	517.50	530.50	544.00	556.00	568.50
37 - 42	585.00	599.50	614.50	628.50	642.50
43 - 48	661.00	677.50	694.50	710.00	726.00
49 - 54	746.50	765.00	784.00	801.50	819.50
55 - 60	843.50	864.50	886.00	906.00	926.50
MAX 61+	953.00	977.00	1,001.50	1,024.00	1,047.00
	PENSION BAND		217		

SUPPLY ATTENDANT

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	281.00	288.00	295.00	301.50	308.50
07 - 12	317.50	325.50	333.50	341.00	348.50
13 - 18	358.50	367.50	376.50	385.00	393.50
19 - 24	405.50	415.50	426.00	435.50	445.50
25 - 30	458.00	469.50	481.00	492.00	503.00
31 - 36	517.50	530.50	544.00	556.00	568.50
37 - 42	585.00	599.50	614.50	628.50	642.50
43 - 48	661.00	677.50	694.50	710.00	726.00
49 - 54	746.50	765.00	784.00	801.50	819.50
55 - 60	843.50	864.50	886.00	906.00	926.50
MAX 61+	953.00	977.00	1,001.50	1,024.00	1,047.00
	PENSION BAND		217		

SUPPLY ATTENDANT

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	281.00	288.00	295.00	301.50	308.50
07 - 12	317.50	325.50	333.50	341.00	348.50
13 - 18	358.50	367.50	376.50	385.00	393.50
19 - 24	405.50	415.50	426.00	435.50	445.50
25 - 30	458.00	469.50	481.00	492.00	503.00
31 - 36	517.50	530.50	544.00	556.00	568.50
37 - 42	585.00	599.50	614.50	628.50	642.50
43 - 48	661.00	677.50	694.50	710.00	726.00
49 - 54	746.50	765.00	784.00	801.50	819.50
55 - 60	843.50	864.50	886.00	906.00	926.50
MAX 61+	953.00	977.00	1,001.50	1,024.00	1,047.00
	PENSION BAND		217		

SUPPLY ATTENDANT

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	281.00	288.00	295.00	301.50	308.50
07 - 12	317.50	325.50	333.50	341.00	348.50
13 - 18	358.50	367.50	376.50	385.00	393.50
19 - 24	405.50	415.50	426.00	435.50	445.50
25 - 30	458.00	469.50	481.00	492.00	503.00
31 - 36	517.50	530.50	544.00	556.00	568.50
37 - 42	585.00	599.50	614.50	628.50	642.50
43 - 48	661.00	677.50	694.50	710.00	726.00
49 - 54	746.50	765.00	784.00	801.50	819.50
55 - 60	843.50	864.50	886.00	906.00	926.50
MAX 61+	953.00	977.00	1,001.50	1,024.00	1,047.00
	PENSION BAND		217		

SUPPLY ATTENDANT

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	281.00	288.00	295.00	301.50	308.50
07 - 12	317.50	325.50	333.50	341.00	348.50
13 - 18	358.50	367.50	376.50	385.00	393.50
19 - 24	405.50	415.50	426.00	435.50	445.50
25 - 30	458.00	469.50	481.00	492.00	503.00
31 - 36	517.50	530.50	544.00	556.00	568.50
37 - 42	585.00	599.50	614.50	628.50	642.50
43 - 48	661.00	677.50	694.50	710.00	726.00
49 - 54	746.50	765.00	784.00	801.50	819.50
55 - 60	843.50	864.50	886.00	906.00	926.50
MAX 61+	953.00	977.00	1,001.50	1,024.00	1,047.00
	PENSION BAND		217		

SUPPLY ATTENDANT

ZONE 11	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	281.00	288.00	295.00	301.50	308.50
07 - 12	317.50	325.50	333.50	341.00	348.50
13 - 18	358.50	367.50	376.50	385.00	393.50
19 - 24	405.50	415.50	426.00	435.50	445.50
25 - 30	458.00	469.50	481.00	492.00	503.00
31 - 36	517.50	530.50	544.00	556.00	568.50
37 - 42	585.00	599.50	614.50	628.50	642.50
43 - 48	661.00	677.50	694.50	710.00	726.00
49 - 54	746.50	765.00	784.00	801.50	819.50
55 - 60	843.50	864.50	886.00	906.00	926.50
MAX 61+	953.00	977.00	1,001.50	1,024.00	1,047.00
	PENSION BAND		217		

WAGE SCHEDULES

SUPPLY ATTENDANT

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	281.00	288.00	295.00	301.50	308.50
07 - 12	317.50	325.50	333.50	341.00	348.50
13 - 18	358.50	367.50	376.50	385.00	393.50
19 - 24	405.50	415.50	426.00	435.50	445.50
25 - 30	458.00	469.50	481.00	492.00	503.00
31 - 36	517.50	530.50	544.00	556.00	568.50
37 - 42	585.00	599.50	614.50	628.50	642.50
43 - 48	661.00	677.50	694.50	710.00	726.00
49 - 54	746.50	765.00	784.00	801.50	819.50
55 - 60	843.50	864.50	886.00	906.00	926.50
MAX 61+	953.00	977.00	1,001.50	1,024.00	1,047.00
	PENSION BAND		217		

SUPPLY ATTENDANT

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	281.00	288.00	295.00	301.50	308.50
07 - 12	317.50	325.50	333.50	341.00	348.50
13 - 18	358.50	367.50	376.50	385.00	393.50
19 - 24	405.50	415.50	426.00	435.50	445.50
25 - 30	458.00	469.50	481.00	492.00	503.00
31 - 36	517.50	530.50	544.00	556.00	568.50
37 - 42	585.00	599.50	614.50	628.50	642.50
43 - 48	661.00	677.50	694.50	710.00	726.00
49 - 54	746.50	765.00	784.00	801.50	819.50
55 - 60	843.50	864.50	886.00	906.00	926.50
MAX 61+	953.00	977.00	1,001.50	1,024.00	1,047.00
	PENSION BAND		217		

HEAVY VEHICLE DRIVER

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	281.00	288.00	295.00	301.50	308.50
07 - 12	321.00	329.00	337.00	344.50	352.50
13 - 18	366.00	375.00	384.50	393.00	402.00
19 - 24	418.00	428.50	439.00	449.00	459.00
25 - 30	477.50	489.50	501.50	513.00	524.50
31 - 36	545.00	558.50	572.50	585.50	598.50
37 - 42	622.50	638.00	654.00	668.50	683.50
43 - 48	711.00	729.00	747.00	764.00	781.00
49 - 54	811.50	832.00	853.00	872.00	891.50
55 - 60	926.50	949.50	973.00	995.00	1,017.50
MAX 61+	1,057.50	1,084.00	1,111.00	1,136.00	1,161.50
	PENSION BAND		221		

HEAVY VEHICLE DRIVER

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	268.50	275.00	282.00	288.50	295.00
07 - 12	307.00	314.50	322.50	330.00	337.50
13 - 18	351.00	360.00	369.00	377.50	386.00
19 - 24	401.50	411.50	422.00	431.50	441.00
25 - 30	459.00	470.50	482.50	493.50	504.50
31 - 36	525.00	538.00	551.50	564.00	576.50
37 - 42	600.00	615.00	630.50	644.50	659.00
43 - 48	686.00	703.00	720.50	736.50	753.00
49 - 54	785.00	804.50	824.50	843.00	862.00
55 - 60	897.00	919.50	942.50	963.50	985.00
MAX 61+	1,026.00	1,051.50	1,078.00	1,102.50	1,127.50
	PENSION BAND		220		

HEAVY VEHICLE DRIVER

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	269.00	275.50	282.50	289.00	295.50
07 - 12	307.50	315.00	323.00	330.50	338.00
13 - 18	351.50	360.50	369.50	378.00	386.50
19 - 24	402.00	412.00	422.50	432.00	441.50
25 - 30	459.50	471.00	483.00	494.00	505.00
31 - 36	525.50	538.50	552.00	564.50	577.00
37 - 42	600.50	615.50	631.00	645.00	659.50
43 - 48	686.50	703.50	721.00	737.00	753.50
49 - 54	785.00	804.50	824.50	843.00	862.00
55 - 60	897.50	920.00	943.00	964.00	985.50
MAX 61+	1,026.00	1,051.50	1,078.00	1,102.50	1,127.50
	PENSION BAND		220		

HEAVY VEHICLE DRIVER

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	269.00	275.50	282.50	289.00	295.50
07 - 12	307.50	315.00	323.00	330.50	338.00
13 - 18	351.50	360.50	369.50	378.00	386.50
19 - 24	402.00	412.00	422.50	432.00	441.50
25 - 30	459.50	471.00	483.00	494.00	505.00
31 - 36	525.50	538.50	552.00	564.50	577.00
37 - 42	600.50	615.50	631.00	645.00	659.50
43 - 48	686.50	703.50	721.00	737.00	753.50
49 - 54	785.00	804.50	824.50	843.00	862.00
55 - 60	897.50	920.00	943.00	964.00	985.50
MAX 61+	1,026.00	1,051.50	1,078.00	1,102.50	1,127.50
	PENSION BAND		220		

HEAVY VEHICLE DRIVER

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	281.00	288.00	295.00	301.50	308.50
07 - 12	321.00	329.00	337.00	344.50	352.50
13 - 18	366.00	375.00	384.50	393.00	402.00
19 - 24	418.00	428.50	439.00	449.00	459.00
25 - 30	477.50	489.50	501.50	513.00	524.50
31 - 36	545.00	558.50	572.50	585.50	598.50
37 - 42	622.50	638.00	654.00	668.50	683.50
43 - 48	711.00	729.00	747.00	764.00	781.00
49 - 54	811.50	832.00	853.00	872.00	891.50
55 - 60	926.50	949.50	973.00	995.00	1,017.50
MAX 61+	1,057.50	1,084.00	1,111.00	1,136.00	1,161.50
	PENSION BAND		221		

HEAVY VEHICLE DRIVER

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	281.00	288.00	295.00	301.50	308.50
07 - 12	321.00	329.00	337.00	344.50	352.50
13 - 18	366.00	375.00	384.50	393.00	402.00
19 - 24	418.00	428.50	439.00	449.00	459.00
25 - 30	477.50	489.50	501.50	513.00	524.50
31 - 36	545.00	558.50	572.50	585.50	598.50
37 - 42	622.50	638.00	654.00	668.50	683.50
43 - 48	711.00	729.00	747.00	764.00	781.00
49 - 54	811.50	832.00	853.00	872.00	891.50
55 - 60	926.50	949.50	973.00	995.00	1,017.50
MAX 61+	1,057.50	1,084.00	1,111.00	1,136.00	1,161.50
	PENSION BAND		221		

WAGE SCHEDULES

HEAVY VEHICLE DRIVER

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	281.00	288.00	295.00	301.50	308.50
07 - 12	321.00	329.00	337.00	344.50	352.50
13 - 18	366.00	375.00	384.50	393.00	402.00
19 - 24	418.00	428.50	439.00	449.00	459.00
25 - 30	477.50	489.50	501.50	513.00	524.50
31 - 36	545.00	558.50	572.50	585.50	598.50
37 - 42	622.50	638.00	654.00	668.50	683.50
43 - 48	711.00	729.00	747.00	764.00	781.00
49 - 54	811.50	832.00	853.00	872.00	891.50
55 - 60	926.50	949.50	973.00	995.00	1,017.50
MAX 61+	1,057.50	1,084.00	1,111.00	1,136.00	1,161.50
	PENSION BAND		221		

HEAVY VEHICLE DRIVER

ZONE 11	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	281.00	288.00	295.00	301.50	308.50
07 - 12	321.00	329.00	337.00	344.50	352.50
13 - 18	366.00	375.00	384.50	393.00	402.00
19 - 24	418.00	428.50	439.00	449.00	459.00
25 - 30	477.50	489.50	501.50	513.00	524.50
31 - 36	545.00	558.50	572.50	585.50	598.50
37 - 42	622.50	638.00	654.00	668.50	683.50
43 - 48	711.00	729.00	747.00	764.00	781.00
49 - 54	811.50	832.00	853.00	872.00	891.50
55 - 60	926.50	949.50	973.00	995.00	1,017.50
MAX 61+	1,057.50	1,084.00	1,111.00	1,136.00	1,161.50
	PENSION BAND		221		

HEAVY VEHICLE DRIVER

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	269.00	275.50	282.50	289.00	295.50
07 - 12	307.50	315.00	323.00	330.50	338.00
13 - 18	351.50	360.50	369.50	378.00	386.50
19 - 24	402.00	412.00	422.50	432.00	441.50
25 - 30	459.50	471.00	483.00	494.00	505.00
31 - 36	525.50	538.50	552.00	564.50	577.00
37 - 42	600.50	615.50	631.00	645.00	659.50
43 - 48	686.50	703.50	721.00	737.00	753.50
49 - 54	785.00	804.50	824.50	843.00	862.00
55 - 60	897.50	920.00	943.00	964.00	985.50
MAX 61+	1,026.00	1,051.50	1,078.00	1,102.50	1,127.50
	PENSION BAND		220		

HEAVY VEHICLE DRIVER

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	269.00	275.50	282.50	289.00	295.50
07 - 12	307.50	315.00	323.00	330.50	338.00
13 - 18	351.50	360.50	369.50	378.00	386.50
19 - 24	402.00	412.00	422.50	432.00	441.50
25 - 30	459.50	471.00	483.00	494.00	505.00
31 - 36	525.50	538.50	552.00	564.50	577.00
37 - 42	600.50	615.50	631.00	645.00	659.50
43 - 48	686.50	703.50	721.00	737.00	753.50
49 - 54	785.00	804.50	824.50	843.00	862.00
55 - 60	897.50	920.00	943.00	964.00	985.50
MAX 61+	1,026.00	1,051.50	1,078.00	1,102.50	1,127.50
	PENSION BAND		220		

DISTRIBUTION CENTER MAINTENANCE TECH

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	259.00	265.50	272.00	278.00	284.50
07 - 12	298.50	306.00	313.50	320.50	327.50
13 - 18	344.50	353.00	362.00	370.00	378.50
19 - 24	396.50	406.50	416.50	426.00	435.50
25 - 30	457.00	468.50	480.00	491.00	502.00
31 - 36	526.50	539.50	553.00	565.50	578.00
37 - 42	607.00	622.00	637.50	652.00	666.50
43 - 48	699.00	716.50	734.50	751.00	768.00
49 - 54	806.00	826.00	846.50	865.50	885.00
55 - 60	928.50	951.50	975.50	997.50	1,020.00
MAX 61+	1,070.00	1,097.00	1,124.50	1,150.00	1,176.00
	PENSION BAND		221		

DISTRIBUTION OPERATOR

ZONE 1	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	223.50	229.00	234.50	240.00	245.50
07 - 12	253.50	260.00	266.50	272.50	278.50
13 - 18	287.50	294.50	302.00	309.00	316.00
19 - 24	327.00	335.00	343.50	351.00	359.00
25 - 30	371.00	380.50	390.00	399.00	408.00
31 - 36	421.50	432.00	443.00	453.00	463.00
37 - 42	478.00	490.00	502.50	514.00	525.50
43 - 48	542.50	556.00	570.00	583.00	596.00
49 - 54	616.00	631.50	647.50	662.00	677.00
55 - 60	699.50	717.00	735.00	751.50	768.50
MAX 61+	794.00	814.00	834.50	853.50	872.50
	PENSION BAND		211		

DISTRIBUTION OPERATOR

ZONE 2	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	223.50	229.00	234.50	240.00	245.50
07 - 12	253.50	260.00	266.50	272.50	278.50
13 - 18	287.50	294.50	302.00	309.00	316.00
19 - 24	327.00	335.00	343.50	351.00	359.00
25 - 30	371.00	380.50	390.00	399.00	408.00
31 - 36	421.50	432.00	443.00	453.00	463.00
37 - 42	478.00	490.00	502.50	514.00	525.50
43 - 48	542.50	556.00	570.00	583.00	596.00
49 - 54	616.00	631.50	647.50	662.00	677.00
55 - 60	699.50	717.00	735.00	751.50	768.50
MAX 61+	794.00	814.00	834.50	853.50	872.50
	PENSION BAND		211		

DISTRIBUTION OPERATOR

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	223.50	229.00	234.50	240.00	245.50
07 - 12	253.50	260.00	266.50	272.50	278.50
13 - 18	287.50	294.50	302.00	309.00	316.00
19 - 24	327.00	335.00	343.50	351.00	359.00
25 - 30	371.00	380.50	390.00	399.00	408.00
31 - 36	421.50	432.00	443.00	453.00	463.00
37 - 42	478.00	490.00	502.50	514.00	525.50
43 - 48	542.50	556.00	570.00	583.00	596.00
49 - 54	616.00	631.50	647.50	662.00	677.00
55 - 60	699.50	717.00	735.00	751.50	768.50
MAX 61+	794.00	814.00	834.50	853.50	872.50
	PENSION BAND		211		

WAGE SCHEDULES

DISTRIBUTION OPERATOR

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	223.50	229.00	234.50	240.00	245.50
07 - 12	253.50	260.00	266.50	272.50	278.50
13 - 18	287.50	294.50	302.00	309.00	316.00
19 - 24	327.00	335.00	343.50	351.00	359.00
25 - 30	371.00	380.50	390.00	399.00	408.00
31 - 36	421.50	432.00	443.00	453.00	463.00
37 - 42	478.00	490.00	502.50	514.00	525.50
43 - 48	542.50	556.00	570.00	583.00	596.00
49 - 54	616.00	631.50	647.50	662.00	677.00
55 - 60	699.50	717.00	735.00	751.50	768.50
MAX 61+	794.00	814.00	834.50	853.50	872.50
	PENSION BAND		211		

DISTRIBUTION OPERATOR

ZONE 5	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	223.50	229.00	234.50	240.00	245.50
07 - 12	253.50	260.00	266.50	272.50	278.50
13 - 18	287.50	294.50	302.00	309.00	316.00
19 - 24	327.00	335.00	343.50	351.00	359.00
25 - 30	371.00	380.50	390.00	399.00	408.00
31 - 36	421.50	432.00	443.00	453.00	463.00
37 - 42	478.00	490.00	502.50	514.00	525.50
43 - 48	542.50	556.00	570.00	583.00	596.00
49 - 54	616.00	631.50	647.50	662.00	677.00
55 - 60	699.50	717.00	735.00	751.50	768.50
MAX 61+	794.00	814.00	834.50	853.50	872.50
	PENSION BAND		211		

DISTRIBUTION OPERATOR

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	223.50	229.00	234.50	240.00	245.50
07 - 12	253.50	260.00	266.50	272.50	278.50
13 - 18	287.50	294.50	302.00	309.00	316.00
19 - 24	327.00	335.00	343.50	351.00	359.00
25 - 30	371.00	380.50	390.00	399.00	408.00
31 - 36	421.50	432.00	443.00	453.00	463.00
37 - 42	478.00	490.00	502.50	514.00	525.50
43 - 48	542.50	556.00	570.00	583.00	596.00
49 - 54	616.00	631.50	647.50	662.00	677.00
55 - 60	699.50	717.00	735.00	751.50	768.50
MAX 61+	794.00	814.00	834.50	853.50	872.50
	PENSION BAND		211		

DISTRIBUTION OPERATOR

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	223.50	229.00	234.50	240.00	245.50
07 - 12	253.50	260.00	266.50	272.50	278.50
13 - 18	287.50	294.50	302.00	309.00	316.00
19 - 24	327.00	335.00	343.50	351.00	359.00
25 - 30	371.00	380.50	390.00	399.00	408.00
31 - 36	421.50	432.00	443.00	453.00	463.00
37 - 42	478.00	490.00	502.50	514.00	525.50
43 - 48	542.50	556.00	570.00	583.00	596.00
49 - 54	616.00	631.50	647.50	662.00	677.00
55 - 60	699.50	717.00	735.00	751.50	768.50
MAX 61+	794.00	814.00	834.50	853.50	872.50
	PENSION BAND		211		

DISTRIBUTION OPERATOR

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	223.50	229.00	234.50	240.00	245.50
07 - 12	253.50	260.00	266.50	272.50	278.50
13 - 18	287.50	294.50	302.00	309.00	316.00
19 - 24	327.00	335.00	343.50	351.00	359.00
25 - 30	371.00	380.50	390.00	399.00	408.00
31 - 36	421.50	432.00	443.00	453.00	463.00
37 - 42	478.00	490.00	502.50	514.00	525.50
43 - 48	542.50	556.00	570.00	583.00	596.00
49 - 54	616.00	631.50	647.50	662.00	677.00
55 - 60	699.50	717.00	735.00	751.50	768.50
MAX 61+	794.00	814.00	834.50	853.50	872.50
	PENSION BAND		211		

DISTRIBUTION OPERATOR

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	223.50	229.00	234.50	240.00	245.50
07 - 12	253.50	260.00	266.50	272.50	278.50
13 - 18	287.50	294.50	302.00	309.00	316.00
19 - 24	327.00	335.00	343.50	351.00	359.00
25 - 30	371.00	380.50	390.00	399.00	408.00
31 - 36	421.50	432.00	443.00	453.00	463.00
37 - 42	478.00	490.00	502.50	514.00	525.50
43 - 48	542.50	556.00	570.00	583.00	596.00
49 - 54	616.00	631.50	647.50	662.00	677.00
55 - 60	699.50	717.00	735.00	751.50	768.50
MAX 61+	794.00	814.00	834.50	853.50	872.50
	PENSION BAND		211		

DISTRIBUTION OPERATOR

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	223.50	229.00	234.50	240.00	245.50
07 - 12	253.50	260.00	266.50	272.50	278.50
13 - 18	287.50	294.50	302.00	309.00	316.00
19 - 24	327.00	335.00	343.50	351.00	359.00
25 - 30	371.00	380.50	390.00	399.00	408.00
31 - 36	421.50	432.00	443.00	453.00	463.00
37 - 42	478.00	490.00	502.50	514.00	525.50
43 - 48	542.50	556.00	570.00	583.00	596.00
49 - 54	616.00	631.50	647.50	662.00	677.00
55 - 60	699.50	717.00	735.00	751.50	768.50
MAX 61+	794.00	814.00	834.50	853.50	872.50
	PENSION BAND		211		

DISTRIBUTION OPERATOR

ZONE 11	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	223.50	229.00	234.50	240.00	245.50
07 - 12	253.50	260.00	266.50	272.50	278.50
13 - 18	287.50	294.50	302.00	309.00	316.00
19 - 24	327.00	335.00	343.50	351.00	359.00
25 - 30	371.00	380.50	390.00	399.00	408.00
31 - 36	421.50	432.00	443.00	453.00	463.00
37 - 42	478.00	490.00	502.50	514.00	525.50
43 - 48	542.50	556.00	570.00	583.00	596.00
49 - 54	616.00	631.50	647.50	662.00	677.00
55 - 60	699.50	717.00	735.00	751.50	768.50
MAX 61+	794.00	814.00	834.50	853.50	872.50
	PENSION BAND		211		

WAGE SCHEDULES

DISTRIBUTION OPERATOR

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	223.50	229.00	234.50	240.00	245.50
07 - 12	253.50	260.00	266.50	272.50	278.50
13 - 18	287.50	294.50	302.00	309.00	316.00
19 - 24	327.00	335.00	343.50	351.00	359.00
25 - 30	371.00	380.50	390.00	399.00	408.00
31 - 36	421.50	432.00	443.00	453.00	463.00
37 - 42	478.00	490.00	502.50	514.00	525.50
43 - 48	542.50	556.00	570.00	583.00	596.00
49 - 54	616.00	631.50	647.50	662.00	677.00
55 - 60	699.50	717.00	735.00	751.50	768.50
MAX 61+	794.00	814.00	834.50	853.50	872.50
	PENSION BAND		211		

DISTRIBUTION OPERATOR

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	223.50	229.00	234.50	240.00	245.50
07 - 12	253.50	260.00	266.50	272.50	278.50
13 - 18	287.50	294.50	302.00	309.00	316.00
19 - 24	327.00	335.00	343.50	351.00	359.00
25 - 30	371.00	380.50	390.00	399.00	408.00
31 - 36	421.50	432.00	443.00	453.00	463.00
37 - 42	478.00	490.00	502.50	514.00	525.50
43 - 48	542.50	556.00	570.00	583.00	596.00
49 - 54	616.00	631.50	647.50	662.00	677.00
55 - 60	699.50	717.00	735.00	751.50	768.50
MAX 61+	794.00	814.00	834.50	853.50	872.50
	PENSION BAND		211		

WAREHOUSE DISPATCHER

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	212.50	218.00	223.50	228.50	233.50
07 - 12	244.00	250.00	256.50	262.50	268.50
13 - 18	279.50	286.50	293.50	300.00	307.00
19 - 24	321.00	329.00	337.00	344.50	352.50
25 - 30	367.50	376.50	386.00	394.50	403.50
31 - 36	421.50	432.00	443.00	453.00	463.00
37 - 42	483.00	495.00	507.50	519.00	530.50
43 - 48	554.00	568.00	582.00	595.00	608.50
49 - 54	635.00	651.00	667.50	682.50	698.00
55 - 60	728.50	746.50	765.00	782.00	799.50
MAX 61+	835.00	856.00	877.50	897.00	917.00
	PENSION BAND		213		

INVESTMENT RECOVERY SPECIALIST

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	249.50	255.50	262.00	268.00	274.00
07 - 12	280.00	287.00	294.00	300.50	307.50
13 - 18	314.50	322.50	330.50	338.00	345.50
19 - 24	353.50	362.50	371.50	380.00	388.50
25 - 30	397.50	407.50	417.50	427.00	436.50
31 - 36	446.50	457.50	469.00	479.50	490.50
37 - 42	501.50	514.00	527.00	539.00	551.00
43 - 48	563.50	577.50	592.00	605.50	619.00
49 - 54	633.00	649.00	665.00	680.00	695.50
55 - 60	711.50	729.50	747.50	764.50	781.50
MAX 61+	799.00	819.00	839.50	858.50	878.00
	PENSION BAND		212		

INVESTMENT RECOVERY SPECIALIST

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	281.00	288.00	295.00	301.50	308.50
07 - 12	322.50	330.50	339.00	346.50	354.50
13 - 18	369.00	378.00	387.50	396.00	405.00
19 - 24	423.50	434.00	445.00	455.00	465.00
25 - 30	485.00	497.00	509.50	521.00	532.50
31 - 36	556.00	570.00	584.50	597.50	611.00
37 - 42	637.00	653.00	669.50	684.50	700.00
43 - 48	730.00	748.50	767.00	784.50	802.00
49 - 54	837.00	858.00	879.50	899.50	919.50
55 - 60	959.00	983.00	1,007.50	1,030.00	1,053.00
MAX 61+	1,099.00	1,126.50	1,154.50	1,180.50	1,207.00
	PENSION BAND		222		

INVESTMENT RECOVERY SPECIALIST

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	281.00	288.00	295.00	301.50	308.50
07 - 12	322.50	330.50	339.00	346.50	354.50
13 - 18	369.00	378.00	387.50	396.00	405.00
19 - 24	423.50	434.00	445.00	455.00	465.00
25 - 30	485.00	497.00	509.50	521.00	532.50
31 - 36	556.00	570.00	584.50	597.50	611.00
37 - 42	637.00	653.00	669.50	684.50	700.00
43 - 48	730.00	748.50	767.00	784.50	802.00
49 - 54	837.00	858.00	879.50	899.50	919.50
55 - 60	959.00	983.00	1,007.50	1,030.00	1,053.00
MAX 61+	1,099.00	1,126.50	1,154.50	1,180.50	1,207.00
	PENSION BAND		222		

INVESTMENT RECOVERY SPECIALIST

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	281.00	288.00	295.00	301.50	308.50
07 - 12	322.50	330.50	339.00	346.50	354.50
13 - 18	369.00	378.00	387.50	396.00	405.00
19 - 24	423.50	434.00	445.00	455.00	465.00
25 - 30	485.00	497.00	509.50	521.00	532.50
31 - 36	556.00	570.00	584.50	597.50	611.00
37 - 42	637.00	653.00	669.50	684.50	700.00
43 - 48	730.00	748.50	767.00	784.50	802.00
49 - 54	837.00	858.00	879.50	899.50	919.50
55 - 60	959.00	983.00	1,007.50	1,030.00	1,053.00
MAX 61+	1,099.00	1,126.50	1,154.50	1,180.50	1,207.00
	PENSION BAND		222		

INVESTMENT RECOVERY SPECIALIST

ZONE 11	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	281.00	288.00	295.00	301.50	308.50
07 - 12	322.50	330.50	339.00	346.50	354.50
13 - 18	369.00	378.00	387.50	396.00	405.00
19 - 24	423.50	434.00	445.00	455.00	465.00
25 - 30	485.00	497.00	509.50	521.00	532.50
31 - 36	556.00	570.00	584.50	597.50	611.00
37 - 42	637.00	653.00	669.50	684.50	700.00
43 - 48	730.00	748.50	767.00	784.50	802.00
49 - 54	837.00	858.00	879.50	899.50	919.50
55 - 60	959.00	983.00	1,007.50	1,030.00	1,053.00
MAX 61+	1,099.00	1,126.50	1,154.50	1,180.50	1,207.00
	PENSION BAND		222		

WAGE SCHEDULES

COIN OFFICE CLERK
DRAFTER
PROJECT ASSISTANT
SPECIAL SERVICES ASSISTANT

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	277.50	284.50	291.50	298.00	304.50
07 - 12	314.50	322.50	330.50	338.00	345.50
13 - 18	357.50	366.50	375.50	384.00	392.50
19 - 24	405.50	415.50	426.00	435.50	445.50
25 - 30	460.00	471.50	483.50	494.50	505.50
31 - 36	522.00	535.00	548.50	561.00	573.50
37 - 42	592.50	607.50	622.50	636.50	651.00
43 - 48	672.50	689.50	706.50	722.50	739.00
49 - 54	763.00	782.00	801.50	819.50	838.00
55 - 60	866.00	887.50	909.50	930.00	951.00
MAX 61+	983.00	1,007.50	1,032.50	1,055.50	1,079.00
	PENSION BAND		218		

COIN OFFICE CLERK
DRAFTER
PROJECT ASSISTANT
SPECIAL SERVICES ASSISTANT

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	272.00	279.00	286.00	292.50	299.00
07 - 12	308.50	316.00	324.00	331.50	339.00
13 - 18	351.00	360.00	369.00	377.50	386.00
19 - 24	398.50	408.50	418.50	428.00	437.50
25 - 30	452.50	464.00	475.50	486.00	497.00
31 - 36	514.00	527.00	540.00	552.00	564.50
37 - 42	584.00	598.50	613.50	627.50	641.50
43 - 48	663.00	679.50	696.50	712.00	728.00
49 - 54	753.50	772.50	792.00	810.00	828.00
55 - 60	855.50	877.00	899.00	919.00	939.50
MAX 61+	971.50	996.00	1,021.00	1,044.00	1,067.50
	PENSION BAND		218		

SERVICE REPRESENTATIVE
SUPPORT SPECIALIST
CUSTOMER ADVOCATE

ZONE 1	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	308.00	315.50	323.50	331.00	338.50
07 - 12	346.00	354.50	363.50	371.50	380.00
13 - 18	387.50	397.00	407.00	416.00	425.50
19 - 24	435.00	446.00	457.00	467.50	478.00
25 - 30	488.00	500.00	512.50	524.00	536.00
31 - 36	547.50	561.00	575.00	588.00	601.00
37 - 42	615.00	630.50	646.50	661.00	676.00
43 - 48	690.00	707.50	725.00	741.50	758.00
49 - 54	774.00	793.50	813.50	832.00	850.50
55 - 60	868.50	890.00	912.50	933.00	954.00
MAX 61+	974.50	999.00	1,024.00	1,047.00	1,070.50
	PENSION BAND		218		

SERVICE REPRESENTATIVE
SUPPORT SPECIALIST
CUSTOMER ADVOCATE

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	278.50	285.50	292.50	299.00	305.50
07 - 12	314.50	322.50	330.50	338.00	345.50
13 - 18	356.00	365.00	374.00	382.50	391.00
19 - 24	402.50	412.50	423.00	432.50	442.00
25 - 30	454.50	466.00	477.50	488.00	499.00
31 - 36	513.50	526.50	539.50	551.50	564.00
37 - 42	581.00	595.50	610.50	624.00	638.00
43 - 48	656.50	673.00	690.00	705.50	721.50
49 - 54	742.00	760.50	779.50	797.00	815.00
55 - 60	839.00	860.00	881.50	901.50	922.00
MAX 61+	948.00	971.50	996.00	1,018.50	1,041.50
	PENSION BAND		217		

SERVICE REPRESENTATIVE
SUPPORT SPECIALIST
CUSTOMER ADVOCATE

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	268.50	275.00	282.00	288.50	295.00
07 - 12	304.00	311.50	319.50	326.50	334.00
13 - 18	344.50	353.00	362.00	370.00	378.50
19 - 24	390.00	400.00	410.00	419.00	428.50
25 - 30	442.00	453.00	464.50	475.00	485.50
31 - 36	501.00	513.50	526.50	538.50	550.50
37 - 42	567.00	581.00	595.50	609.00	622.50
43 - 48	642.50	658.50	675.00	690.00	705.50
49 - 54	728.50	746.50	765.00	782.00	799.50
55 - 60	825.00	845.50	866.50	886.00	906.00
MAX 61+	935.00	958.50	982.50	1,004.50	1,027.00
	PENSION BAND		216		

SERVICE REPRESENTATIVE
SUPPORT SPECIALIST
CUSTOMER ADVOCATE

ZONE 5	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	264.50	271.00	278.00	284.50	291.00
07 - 12	300.00	307.50	315.00	322.00	329.00
13 - 18	339.50	348.00	356.50	364.50	372.50
19 - 24	384.50	394.00	404.00	413.00	422.50
25 - 30	435.50	446.50	457.50	468.00	478.50
31 - 36	493.00	505.50	518.00	529.50	541.50
37 - 42	558.50	572.50	587.00	600.00	613.50
43 - 48	632.50	648.50	664.50	679.50	695.00
49 - 54	716.00	734.00	752.50	769.50	787.00
55 - 60	811.00	831.50	852.50	871.50	891.00
MAX 61+	918.50	941.50	965.00	986.50	1,008.50
	PENSION BAND		216		

SERVICE REPRESENTATIVE
SUPPORT SPECIALIST
CUSTOMER ADVOCATE

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	254.50	261.00	267.50	273.50	279.50
07 - 12	291.50	299.00	306.50	313.50	320.50
13 - 18	334.00	342.50	351.00	359.00	367.00
19 - 24	382.50	392.00	402.00	411.00	420.00
25 - 30	438.50	449.50	460.50	471.00	481.50
31 - 36	502.50	515.00	528.00	540.00	552.00
37 - 42	575.50	590.00	605.00	618.50	632.50
43 - 48	659.50	676.00	693.00	708.50	724.50
49 - 54	755.50	774.50	794.00	812.00	830.50
55 - 60	865.50	887.00	909.00	929.50	950.50
MAX 61+	991.50	1,016.50	1,042.00	1,065.50	1,089.50
	PENSION BAND		218		

SERVICE REPRESENTATIVE
SUPPORT SPECIALIST
CUSTOMER ADVOCATE

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	249.50	255.50	262.00	268.00	274.00
07 - 12	285.50	292.50	300.00	307.00	314.00
13 - 18	327.50	335.50	344.00	351.50	359.50
19 - 24	375.50	385.00	394.50	403.50	412.50
25 - 30	430.50	441.50	452.50	462.50	473.00
31 - 36	493.00	505.50	518.00	529.50	541.50
37 - 42	565.00	579.00	593.50	607.00	620.50
43 - 48	647.50	663.50	680.00	695.50	711.00
49 - 54	742.50	761.00	780.00	797.50	815.50
55 - 60	850.50	872.00	894.00	914.00	934.50
MAX 61+	975.00	999.50	1,024.50	1,047.50	1,071.00
	PENSION BAND		218		

SERVICE REPRESENTATIVE
SUPPORT SPECIALIST
CUSTOMER ADVOCATE

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	260.00	266.50	273.00	279.00	285.50
07 - 12	296.50	304.00	311.50	318.50	325.50
13 - 18	337.50	346.00	354.50	362.50	370.50
19 - 24	385.00	394.50	404.50	413.50	423.00
25 - 30	438.50	449.50	460.50	471.00	481.50
31 - 36	500.00	512.50	525.50	537.50	549.50
37 - 42	569.00	583.00	597.50	611.00	624.50
43 - 48	648.50	664.50	681.00	696.50	712.00
49 - 54	739.00	757.50	776.50	794.00	812.00
55 - 60	842.50	863.50	885.00	905.00	925.50
MAX 61+	960.00	984.00	1,008.50	1,031.00	1,054.00
	PENSION BAND		217		

SERVICE REPRESENTATIVE
SUPPORT SPECIALIST
CUSTOMER ADVOCATE

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	255.00	261.50	268.00	274.00	280.00
07 - 12	290.50	298.00	305.50	312.50	319.50
13 - 18	332.00	340.50	349.00	357.00	365.00
19 - 24	378.50	388.00	397.50	406.50	415.50
25 - 30	432.00	443.00	454.00	464.00	474.50
31 - 36	492.50	505.00	517.50	529.00	541.00
37 - 42	562.00	576.00	590.50	604.00	617.50
43 - 48	641.00	657.00	673.50	688.50	704.00
49 - 54	731.00	749.50	768.00	785.50	803.00
55 - 60	834.00	855.00	876.50	896.00	916.00
MAX 61+	951.00	975.00	999.50	1,022.00	1,045.00
	PENSION BAND		217		

SERVICE REPRESENTATIVE
SUPPORT SPECIALIST
CUSTOMER ADVOCATE

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	255.00	261.50	268.00	274.00	280.00
07 - 12	290.50	298.00	305.50	312.50	319.50
13 - 18	331.00	339.50	348.00	356.00	364.00
19 - 24	377.50	387.00	396.50	405.50	414.50
25 - 30	430.50	441.50	452.50	462.50	473.00
31 - 36	490.50	503.00	515.50	527.00	539.00
37 - 42	559.00	573.00	587.50	600.50	614.00
43 - 48	637.00	653.00	669.50	684.50	700.00
49 - 54	725.50	743.50	762.00	779.00	796.50
55 - 60	827.00	847.50	868.50	888.00	908.00
MAX 61+	943.00	966.50	990.50	1,013.00	1,036.00
	PENSION BAND		217		

SERVICE REPRESENTATIVE
SUPPORT SPECIALIST
CUSTOMER ADVOCATE

ZONE 11	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	244.00	250.00	256.50	262.50	268.50
07 - 12	278.00	285.00	292.00	298.50	305.00
13 - 18	316.50	324.50	332.50	340.00	347.50
19 - 24	361.00	370.00	379.50	388.00	396.50
25 - 30	411.50	422.00	432.50	442.00	452.00
31 - 36	469.50	481.00	493.00	504.00	515.50
37 - 42	535.50	549.00	562.50	575.00	588.00
43 - 48	610.50	626.00	641.50	656.00	671.00
49 - 54	695.50	713.00	731.00	747.50	764.50
55 - 60	793.00	813.00	833.50	852.50	871.50
MAX 61+	904.00	926.50	949.50	971.00	993.00
	PENSION BAND		215		

WAGE SCHEDULES

SERVICE REPRESENTATIVE
SUPPORT SPECIALIST
CUSTOMER ADVOCATE

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	256.00	262.50	269.00	275.00	281.00
07 - 12	291.50	299.00	306.50	313.50	320.50
13 - 18	333.00	341.50	350.00	358.00	366.00
19 - 24	379.50	389.00	398.50	407.50	416.50
25 - 30	432.50	443.50	454.50	464.50	475.00
31 - 36	493.00	505.50	518.00	529.50	541.50
37 - 42	562.50	576.50	591.00	604.50	618.00
43 - 48	641.50	657.50	674.00	689.00	704.50
49 - 54	731.50	750.00	769.00	786.50	804.00
55 - 60	834.00	855.00	876.50	896.00	916.00
MAX 61+	950.50	974.50	999.00	1,021.50	1,044.50
	PENSION BAND		217		

SERVICE REPRESENTATIVE
SUPPORT SPECIALIST
CUSTOMER ADVOCATE

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	245.00	251.00	257.50	263.50	269.50
07 - 12	279.50	286.50	293.50	300.00	307.00
13 - 18	319.00	327.00	335.00	342.50	350.00
19 - 24	363.50	372.50	382.00	390.50	399.50
25 - 30	414.50	425.00	435.50	445.50	455.50
31 - 36	473.00	485.00	497.00	508.00	519.50
37 - 42	539.50	553.00	567.00	580.00	593.00
43 - 48	615.50	631.00	647.00	661.50	676.50
49 - 54	702.00	719.50	737.50	754.00	771.00
55 - 60	800.50	820.50	841.00	860.00	879.50
MAX 61+	913.50	936.50	960.00	981.50	1,003.50
	PENSION BAND		216		

EXECUTIVE APPEALS SPECIALIST

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	278.50	285.50	292.50	299.00	305.50
07 - 12	317.50	325.50	333.50	341.00	348.50
13 - 18	362.50	371.50	381.00	389.50	398.50
19 - 24	413.50	424.00	434.50	444.50	454.50
25 - 30	472.50	484.50	496.50	507.50	519.00
31 - 36	538.50	552.00	566.00	578.50	591.50
37 - 42	614.50	630.00	646.00	660.50	675.50
43 - 48	702.00	719.50	737.50	754.00	771.00
49 - 54	800.50	820.50	841.00	860.00	879.50
55 - 60	913.50	936.50	960.00	981.50	1,003.50
MAX 61+	1,042.50	1,068.50	1,095.00	1,119.50	1,144.50
	PENSION BAND		220		

EXECUTIVE APPEALS SPECIALIST

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	260.00	266.50	273.00	279.00	285.50
07 - 12	299.50	307.00	314.50	321.50	328.50
13 - 18	344.50	353.00	362.00	370.00	378.50
19 - 24	396.00	406.00	416.00	425.50	435.00
25 - 30	455.50	467.00	478.50	489.50	500.50
31 - 36	524.00	537.00	550.50	563.00	575.50
37 - 42	603.00	618.00	633.50	648.00	662.50
43 - 48	693.50	711.00	729.00	745.50	762.50
49 - 54	797.50	817.50	838.00	857.00	876.50
55 - 60	917.50	940.50	964.00	985.50	1,007.50
MAX 61+	1,055.50	1,082.00	1,109.00	1,134.00	1,159.50
	PENSION BAND		221		

TELEPHONE ACCOUNT REPRESENTATIVE

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	256.00	262.50	269.00	275.00	281.00
07 - 12	279.50	286.50	293.50	300.00	307.00
13 - 18	305.50	313.00	321.00	328.00	335.50
19 - 24	333.50	342.00	350.50	358.50	366.50
25 - 30	364.00	373.00	382.50	391.00	400.00
31 - 36	398.00	408.00	418.00	427.50	437.00
37 - 42	434.00	445.00	456.00	466.50	477.00
43 - 48	474.50	486.50	498.50	509.50	521.00
49 - 54	517.50	530.50	544.00	556.00	568.50
55 - 60	565.50	579.50	594.00	607.50	621.00
MAX 61+	617.50	633.00	649.00	663.50	678.50
	PENSION BAND		205		

TELEPHONE ACCOUNT REPRESENTATIVE

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	256.00	262.50	269.00	275.00	281.00
07 - 12	279.50	286.50	293.50	300.00	307.00
13 - 18	305.50	313.00	321.00	328.00	335.50
19 - 24	333.50	342.00	350.50	358.50	366.50
25 - 30	364.00	373.00	382.50	391.00	400.00
31 - 36	398.00	408.00	418.00	427.50	437.00
37 - 42	434.00	445.00	456.00	466.50	477.00
43 - 48	474.50	486.50	498.50	509.50	521.00
49 - 54	517.50	530.50	544.00	556.00	568.50
55 - 60	565.50	579.50	594.00	607.50	621.00
MAX 61+	617.50	633.00	649.00	663.50	678.50
	PENSION BAND		205		

ORDER WRITER

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	250.00	256.50	263.00	269.00	275.00
07 - 12	281.00	288.00	295.00	301.50	308.50
13 - 18	315.50	323.50	331.50	339.00	346.50
19 - 24	355.00	364.00	373.00	381.50	390.00
25 - 30	399.00	409.00	419.00	428.50	438.00
31 - 36	449.00	460.00	471.50	482.00	493.00
37 - 42	504.50	517.00	530.00	542.00	554.00
43 - 48	567.00	581.00	595.50	609.00	622.50
49 - 54	637.50	653.50	670.00	685.00	700.50
55 - 60	716.50	734.50	753.00	770.00	787.50
MAX 61+	805.50	825.50	846.00	865.00	884.50
	PENSION BAND		212		

ORDER WRITER

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	248.50	254.50	261.00	267.00	273.00
07 - 12	279.00	286.00	293.00	299.50	306.00
13 - 18	313.50	321.50	329.50	337.00	344.50
19 - 24	352.00	361.00	370.00	378.50	387.00
25 - 30	395.50	405.50	415.50	425.00	434.50
31 - 36	444.00	455.00	466.50	477.00	487.50
37 - 42	499.00	511.50	524.50	536.50	548.50
43 - 48	560.50	574.50	589.00	602.50	616.00
49 - 54	630.00	646.00	662.00	677.00	692.00
55 - 60	707.50	725.00	743.00	759.50	776.50
MAX 61+	794.50	814.50	835.00	854.00	873.00
	PENSION BAND		212		

WAGE SCHEDULES

ORDER WRITER

ZONE 5	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	245.50	251.50	258.00	264.00	270.00
07 - 12	275.50	282.50	289.50	296.00	302.50
13 - 18	309.50	317.00	325.00	332.50	340.00
19 - 24	348.00	356.50	365.50	373.50	382.00
25 - 30	391.00	401.00	411.00	420.00	429.50
31 - 36	439.50	450.50	462.00	472.50	483.00
37 - 42	493.50	506.00	518.50	530.00	542.00
43 - 48	555.00	569.00	583.00	596.00	609.50
49 - 54	623.50	639.00	655.00	669.50	684.50
55 - 60	700.50	718.00	736.00	752.50	769.50
MAX 61+	787.50	807.00	827.00	845.50	864.50
	PENSION BAND		211		

ORDER WRITER

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	246.50	252.50	259.00	265.00	271.00
07 - 12	280.00	287.00	294.00	300.50	307.50
13 - 18	318.00	326.00	334.00	341.50	349.00
19 - 24	362.00	371.00	380.50	389.00	398.00
25 - 30	411.50	422.00	432.50	442.00	452.00
31 - 36	468.00	479.50	491.50	502.50	514.00
37 - 42	532.00	545.50	559.00	571.50	584.50
43 - 48	605.00	620.00	635.50	650.00	664.50
49 - 54	687.50	704.50	722.00	738.00	754.50
55 - 60	782.00	801.50	821.50	840.00	859.00
MAX 61+	889.00	911.00	934.00	955.00	976.50
	PENSION BAND		215		

ORDER WRITER

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	241.00	247.00	253.00	258.50	264.50
07 - 12	274.50	281.50	288.50	295.00	301.50
13 - 18	312.00	320.00	328.00	335.50	343.00
19 - 24	355.00	364.00	373.00	381.50	390.00
25 - 30	404.00	414.00	424.50	434.00	444.00
31 - 36	459.50	471.00	483.00	494.00	505.00
37 - 42	523.50	536.50	550.00	562.50	575.00
43 - 48	595.00	610.00	625.50	639.50	654.00
49 - 54	677.00	694.00	711.50	727.50	744.00
55 - 60	770.00	789.50	809.00	827.00	845.50
MAX 61+	876.00	898.00	920.50	941.00	962.00
	PENSION BAND		214		

ORDER WRITER

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	239.00	245.00	251.00	256.50	262.50
07 - 12	271.00	278.00	285.00	291.50	298.00
13 - 18	306.00	313.50	321.50	328.50	336.00
19 - 24	346.50	355.00	364.00	372.00	380.50
25 - 30	391.50	401.50	411.50	421.00	430.50
31 - 36	443.00	454.00	465.50	476.00	486.50
37 - 42	501.50	514.00	527.00	539.00	551.00
43 - 48	567.00	581.00	595.50	609.00	622.50
49 - 54	641.00	657.00	673.50	688.50	704.00
55 - 60	725.00	743.00	761.50	778.50	796.00
MAX 61+	820.50	841.00	862.00	881.50	901.50
	PENSION BAND		212		

ORDER WRITER

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	233.00	239.00	245.00	250.50	256.00
07 - 12	264.00	270.50	277.50	283.50	290.00
13 - 18	299.00	306.50	314.00	321.00	328.00
19 - 24	338.50	347.00	355.50	363.50	371.50
25 - 30	384.00	393.50	403.50	412.50	422.00
31 - 36	434.50	445.50	456.50	467.00	477.50
37 - 42	492.50	505.00	517.50	529.00	541.00
43 - 48	558.00	572.00	586.50	599.50	613.00
49 - 54	632.00	648.00	664.00	679.00	694.50
55 - 60	716.00	734.00	752.50	769.50	787.00
MAX 61+	811.00	831.50	852.50	871.50	891.00
	PENSION BAND		212		

ORDER WRITER

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	233.00	239.00	245.00	250.50	256.00
07 - 12	263.50	270.00	277.00	283.00	289.50
13 - 18	298.50	306.00	313.50	320.50	327.50
19 - 24	337.00	345.50	354.00	362.00	370.00
25 - 30	381.50	391.00	401.00	410.00	419.00
31 - 36	431.50	442.50	453.50	463.50	474.00
37 - 42	487.50	499.50	512.00	523.50	535.50
43 - 48	552.00	566.00	580.00	593.00	606.50
49 - 54	623.50	639.00	655.00	669.50	684.50
55 - 60	706.00	723.50	741.50	758.00	775.00
MAX 61+	798.00	818.00	838.50	857.50	877.00
	PENSION BAND		212		

ORDER WRITER

ZONE 11	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	229.00	234.50	240.50	246.00	251.50
07 - 12	258.50	265.00	271.50	277.50	283.50
13 - 18	292.00	299.50	307.00	314.00	321.00
19 - 24	330.00	338.50	347.00	355.00	363.00
25 - 30	373.00	382.50	392.00	401.00	410.00
31 - 36	421.50	432.00	443.00	453.00	463.00
37 - 42	476.00	488.00	500.00	511.50	523.00
43 - 48	537.50	551.00	565.00	577.50	590.50
49 - 54	607.00	622.00	637.50	652.00	666.50
55 - 60	686.00	703.00	720.50	736.50	753.00
MAX 61+	774.50	794.00	814.00	832.50	851.00
	PENSION BAND		211		

ORDER WRITER

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	256.00	262.50	269.00	275.00	281.00
07 - 12	288.50	295.50	303.00	310.00	317.00
13 - 18	325.50	333.50	342.00	349.50	357.50
19 - 24	367.00	376.00	385.50	394.00	403.00
25 - 30	414.00	424.50	435.00	445.00	455.00
31 - 36	466.50	478.00	490.00	501.00	512.50
37 - 42	526.50	539.50	553.00	565.50	578.00
43 - 48	593.00	608.00	623.00	637.00	651.50
49 - 54	669.00	685.50	702.50	718.50	734.50
55 - 60	754.50	773.50	793.00	811.00	829.00
MAX 61+	850.50	872.00	894.00	914.00	934.50
	PENSION BAND		214		

WAGE SCHEDULES

ACCOUNT REPRESENTATIVE

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	246.00	252.00	258.50	264.50	270.50
07 - 12	278.50	285.50	292.50	299.00	305.50
13 - 18	315.50	323.50	331.50	339.00	346.50
19 - 24	357.50	366.50	375.50	384.00	392.50
25 - 30	405.00	415.00	425.50	435.00	445.00
31 - 36	459.00	470.50	482.50	493.50	504.50
37 - 42	519.50	532.50	546.00	558.50	571.00
43 - 48	589.00	603.50	618.50	632.50	646.50
49 - 54	667.00	683.50	700.50	716.50	732.50
55 - 60	756.00	775.00	794.50	812.50	831.00
MAX 61+	856.50	878.00	900.00	920.50	941.00
	PENSION BAND		214		

ACCOUNT REPRESENTATIVE

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	240.50	246.50	252.50	258.00	264.00
07 - 12	273.00	280.00	287.00	293.50	300.00
13 - 18	309.00	316.50	324.50	332.00	339.50
19 - 24	350.50	359.50	368.50	377.00	385.50
25 - 30	397.00	407.00	417.00	426.50	436.00
31 - 36	450.00	461.50	473.00	483.50	494.50
37 - 42	509.50	522.00	535.00	547.00	559.50
43 - 48	577.50	592.00	607.00	620.50	634.50
49 - 54	654.50	671.00	688.00	703.50	719.50
55 - 60	741.50	760.00	779.00	796.50	814.50
MAX 61+	840.00	861.00	882.50	902.50	923.00
	PENSION BAND		213		

ACCOUNT REPRESENTATIVE

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	255.00	261.50	268.00	274.00	280.00
07 - 12	285.50	292.50	300.00	307.00	314.00
13 - 18	320.50	328.50	336.50	344.00	351.50
19 - 24	359.00	368.00	377.00	385.50	394.00
25 - 30	402.50	412.50	423.00	432.50	442.00
31 - 36	451.50	463.00	474.50	485.00	496.00
37 - 42	506.00	518.50	531.50	543.50	555.50
43 - 48	566.50	580.50	595.00	608.50	622.00
49 - 54	635.50	651.50	668.00	683.00	698.50
55 - 60	712.00	730.00	748.50	765.50	782.50
MAX 61+	798.00	818.00	838.50	857.50	877.00
	PENSION BAND		212		

TELLER

ZONE 2	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	269.00	275.50	282.50	289.00	295.50
07 - 12	299.00	306.50	314.00	321.00	328.00
13 - 18	332.00	340.50	349.00	357.00	365.00
19 - 24	368.50	377.50	387.00	395.50	404.50
25 - 30	410.00	420.50	431.00	440.50	450.50
31 - 36	455.50	467.00	478.50	489.50	500.50
37 - 42	506.50	519.00	532.00	544.00	556.00
43 - 48	562.50	576.50	591.00	604.50	618.00
49 - 54	625.50	641.00	657.00	672.00	687.00
55 - 60	694.50	712.00	730.00	746.50	763.50
MAX 61+	772.00	791.50	811.50	830.00	848.50
	PENSION BAND		211		

CONSUMER PRODUCT SPECIALIST
COLLECTION SPECIALIST

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	245.50	251.50	258.00	264.00	270.00
07 - 12	277.50	284.50	291.50	298.00	304.50
13 - 18	313.50	321.50	329.50	337.00	344.50
19 - 24	354.50	363.50	372.50	381.00	389.50
25 - 30	400.50	410.50	421.00	430.50	440.00
31 - 36	453.00	464.50	476.00	486.50	497.50
37 - 42	512.00	525.00	538.00	550.00	562.50
43 - 48	579.00	593.50	608.50	622.00	636.00
49 - 54	654.50	671.00	688.00	703.50	719.50
55 - 60	739.50	758.00	777.00	794.50	812.50
MAX 61+	836.00	857.00	878.50	898.50	918.50
	PENSION BAND		213		

CONSUMER PRODUCT SPECIALIST
COLLECTION SPECIALIST

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	240.00	246.00	252.00	257.50	263.50
07 - 12	271.50	278.50	285.50	292.00	298.50
13 - 18	307.00	314.50	322.50	330.00	337.50
19 - 24	347.00	355.50	364.50	372.50	381.00
25 - 30	392.00	402.00	412.00	421.50	431.00
31 - 36	443.00	454.00	465.50	476.00	486.50
37 - 42	501.00	513.50	526.50	538.50	550.50
43 - 48	566.00	580.00	594.50	608.00	621.50
49 - 54	640.00	656.00	672.50	687.50	703.00
55 - 60	723.00	741.00	759.50	776.50	794.00
MAX 61+	817.50	838.00	859.00	878.50	898.50
	PENSION BAND		212		

SALES & SERVICE SPECIALIST

ZONE 1	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.50	277.50	284.50	291.00	297.50
07 - 12	297.50	305.00	312.50	319.50	326.50
13 - 18	327.00	335.00	343.50	351.00	359.00
19 - 24	359.00	368.00	377.00	385.50	394.00
25 - 30	394.50	404.50	414.50	424.00	433.50
31 - 36	434.00	445.00	456.00	466.50	477.00
37 - 42	477.50	489.50	501.50	513.00	524.50
43 - 48	525.00	538.00	551.50	564.00	576.50
49 - 54	577.50	592.00	607.00	620.50	634.50
55 - 60	634.50	650.50	667.00	682.00	697.50
MAX 61+	697.50	715.00	733.00	749.50	766.50
	PENSION BAND		208		

SALES & SERVICE SPECIALIST

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.50	277.50	284.50	291.00	297.50
07 - 12	296.50	304.00	311.50	318.50	325.50
13 - 18	325.00	333.00	341.50	349.00	357.00
19 - 24	356.00	365.00	374.00	382.50	391.00
25 - 30	390.50	400.50	410.50	419.50	429.00
31 - 36	428.00	438.50	449.50	459.50	470.00
37 - 42	469.00	480.50	492.50	503.50	515.00
43 - 48	514.50	527.50	540.50	552.50	565.00
49 - 54	564.00	578.00	592.50	606.00	619.50
55 - 60	618.00	633.50	649.50	664.00	679.00
MAX 61+	678.00	695.00	712.50	728.50	745.00
	PENSION BAND		207		

WAGE SCHEDULES

SALES & SERVICE SPECIALIST

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.50	277.50	284.50	291.00	297.50
07 - 12	296.00	303.50	311.00	318.00	325.00
13 - 18	324.00	332.00	340.50	348.00	356.00
19 - 24	354.50	363.50	372.50	381.00	389.50
25 - 30	388.00	397.50	407.50	416.50	426.00
31 - 36	425.00	435.50	446.50	456.50	467.00
37 - 42	464.50	476.00	488.00	499.00	510.00
43 - 48	508.50	521.00	534.00	546.00	558.50
49 - 54	557.00	571.00	585.50	598.50	612.00
55 - 60	609.50	624.50	640.00	654.50	669.00
MAX 61+	667.00	683.50	700.50	716.50	732.50
	PENSION BAND		207		

SALES & SERVICE SPECIALIST

ZONE 5	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.50	277.50	284.50	291.00	297.50
07 - 12	295.50	303.00	310.50	317.50	324.50
13 - 18	322.50	330.50	339.00	346.50	354.50
19 - 24	352.50	361.50	370.50	379.00	387.50
25 - 30	385.00	394.50	404.50	413.50	423.00
31 - 36	420.00	430.50	441.50	451.50	461.50
37 - 42	459.00	470.50	482.50	493.50	504.50
43 - 48	502.00	514.50	527.50	539.50	551.50
49 - 54	547.50	561.00	575.00	588.00	601.00
55 - 60	598.50	613.50	629.00	643.00	657.50
MAX 61+	654.00	670.50	687.50	703.00	719.00
	PENSION BAND		207		

SALES & SERVICE SPECIALIST

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.50	277.50	284.50	291.00	297.50
07 - 12	298.00	305.50	313.00	320.00	327.00
13 - 18	328.00	336.00	344.50	352.50	360.50
19 - 24	361.00	370.00	379.50	388.00	396.50
25 - 30	398.00	408.00	418.00	427.50	437.00
31 - 36	438.00	449.00	460.00	470.50	481.00
37 - 42	482.50	494.50	507.00	518.50	530.00
43 - 48	531.50	545.00	558.50	571.00	584.00
49 - 54	585.50	600.00	615.00	629.00	643.00
55 - 60	644.50	660.50	677.00	692.00	707.50
MAX 61+	710.00	728.00	746.00	763.00	780.00
	PENSION BAND		209		

SALES & SERVICE SPECIALIST

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.50	277.50	284.50	291.00	297.50
07 - 12	297.50	305.00	312.50	319.50	326.50
13 - 18	327.00	335.00	343.50	351.00	359.00
19 - 24	359.50	368.50	377.50	386.00	394.50
25 - 30	395.50	405.50	415.50	425.00	434.50
31 - 36	434.50	445.50	456.50	467.00	477.50
37 - 42	478.00	490.00	502.50	514.00	525.50
43 - 48	525.50	538.50	552.00	564.50	577.00
49 - 54	577.50	592.00	607.00	620.50	634.50
55 - 60	635.00	651.00	667.50	682.50	698.00
MAX 61+	698.00	715.50	733.50	750.00	767.00
	PENSION BAND		208		

SALES & SERVICE SPECIALIST

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.50	277.50	284.50	291.00	297.50
07 - 12	297.00	304.50	312.00	319.00	326.00
13 - 18	326.00	334.00	342.50	350.00	358.00
19 - 24	357.50	366.50	375.50	384.00	392.50
25 - 30	392.00	402.00	412.00	421.50	431.00
31 - 36	431.00	442.00	453.00	463.00	473.50
37 - 42	473.00	485.00	497.00	508.00	519.50
43 - 48	519.00	532.00	545.50	558.00	570.50
49 - 54	569.50	583.50	598.00	611.50	625.50
55 - 60	625.50	641.00	657.00	672.00	687.00
MAX 61+	686.50	703.50	721.00	737.00	753.50
	PENSION BAND		208		

SALES & SERVICE SPECIALIST

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.50	277.50	284.50	291.00	297.50
07 - 12	296.50	304.00	311.50	318.50	325.50
13 - 18	325.00	333.00	341.50	349.00	357.00
19 - 24	356.50	365.50	374.50	383.00	391.50
25 - 30	391.00	401.00	411.00	420.00	429.50
31 - 36	429.00	439.50	450.50	460.50	471.00
37 - 42	470.00	482.00	494.00	505.00	516.50
43 - 48	515.50	528.50	541.50	553.50	566.00
49 - 54	565.50	579.50	594.00	607.50	621.00
55 - 60	620.00	635.50	651.50	666.00	681.00
MAX 61+	680.50	697.50	715.00	731.00	747.50
	PENSION BAND		207		

SALES & SERVICE SPECIALIST

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.50	277.50	284.50	291.00	297.50
07 - 12	296.50	304.00	311.50	318.50	325.50
13 - 18	324.50	332.50	341.00	348.50	356.50
19 - 24	355.50	364.50	373.50	382.00	390.50
25 - 30	389.50	399.00	409.00	418.00	427.50
31 - 36	427.00	437.50	448.50	458.50	469.00
37 - 42	467.50	479.00	491.00	502.00	513.50
43 - 48	512.00	525.00	538.00	550.00	562.50
49 - 54	561.00	575.00	589.50	603.00	616.50
55 - 60	615.00	630.50	646.50	661.00	676.00
MAX 61+	673.50	690.50	708.00	724.00	740.50
	PENSION BAND		207		

SALES & SERVICE SPECIALIST

ZONE 11	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.50	277.50	284.50	291.00	297.50
07 - 12	295.00	302.50	310.00	317.00	324.00
13 - 18	321.50	329.50	337.50	345.00	353.00
19 - 24	350.50	359.50	368.50	377.00	385.50
25 - 30	382.00	391.50	401.50	410.50	419.50
31 - 36	416.50	427.00	437.50	447.50	457.50
37 - 42	454.00	465.50	477.00	487.50	498.50
43 - 48	495.00	507.50	520.00	531.50	543.50
49 - 54	539.50	553.00	567.00	580.00	593.00
55 - 60	588.50	603.00	618.00	632.00	646.00
MAX 61+	641.50	657.50	674.00	689.00	704.50
	PENSION BAND		206		

WAGE SCHEDULES

SALES & SERVICE SPECIALIST

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.50	277.50	284.50	291.00	297.50
07 - 12	296.50	304.00	311.50	318.50	325.50
13 - 18	325.00	333.00	341.50	349.00	357.00
19 - 24	356.50	365.50	374.50	383.00	391.50
25 - 30	390.50	400.50	410.50	419.50	429.00
31 - 36	428.50	439.00	450.00	460.00	470.50
37 - 42	469.50	481.00	493.00	504.00	515.50
43 - 48	515.00	528.00	541.00	553.00	565.50
49 - 54	565.00	579.00	593.50	607.00	620.50
55 - 60	619.50	635.00	651.00	665.50	680.50
MAX 61+	679.50	696.50	714.00	730.00	746.50
	PENSION BAND		207		

SALES & SERVICE SPECIALIST

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.50	277.50	284.50	291.00	297.50
07 - 12	295.50	303.00	310.50	317.50	324.50
13 - 18	322.50	330.50	339.00	346.50	354.50
19 - 24	352.00	361.00	370.00	378.50	387.00
25 - 30	384.00	393.50	403.50	412.50	422.00
31 - 36	419.00	429.50	440.00	450.00	460.00
37 - 42	457.50	469.00	480.50	491.50	502.50
43 - 48	499.50	512.00	525.00	537.00	549.00
49 - 54	545.00	558.50	572.50	585.50	598.50
55 - 60	595.00	610.00	625.50	639.50	654.00
MAX 61+	649.50	665.50	682.00	697.50	713.00
	PENSION BAND		206		

PAY PHONE SALES REPRESENTATIVE

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	280.50	287.50	294.50	301.00	308.00
07 - 12	324.00	332.00	340.50	348.00	356.00
13 - 18	374.00	383.50	393.00	402.00	411.00
19 - 24	432.00	443.00	454.00	464.00	474.50
25 - 30	498.50	511.00	524.00	536.00	548.00
31 - 36	576.00	590.50	605.50	619.00	633.00
37 - 42	664.50	681.00	698.00	713.50	729.50
43 - 48	767.50	786.50	806.00	824.00	842.50
49 - 54	886.00	908.00	930.50	951.50	973.00
55 - 60	1,023.00	1,048.50	1,074.50	1,098.50	1,123.00
MAX 61+	1,181.00	1,210.50	1,241.00	1,269.00	1,297.50
	PENSION BAND		225		

PAY PHONE SALES REPRESENTATIVE

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	275.50	282.50	289.50	296.00	302.50
07 - 12	318.00	326.00	334.00	341.50	349.00
13 - 18	368.00	377.00	386.50	395.00	404.00
19 - 24	425.50	436.00	447.00	457.00	467.50
25 - 30	492.00	504.50	517.00	528.50	540.50
31 - 36	568.50	582.50	597.00	610.50	624.00
37 - 42	657.50	674.00	691.00	706.50	722.50
43 - 48	760.00	779.00	798.50	816.50	835.00
49 - 54	878.50	900.50	923.00	944.00	965.00
55 - 60	1,016.00	1,041.50	1,067.50	1,091.50	1,116.00
MAX 61+	1,174.50	1,204.00	1,234.00	1,262.00	1,290.50
	PENSION BAND		225		

PAY PHONE SALES REPRESENTATIVE

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	261.50	268.00	274.50	280.50	287.00
07 - 12	303.50	311.00	319.00	326.00	333.50
13 - 18	352.50	361.50	370.50	379.00	387.50
19 - 24	408.50	418.50	429.00	438.50	448.50
25 - 30	474.50	486.50	498.50	509.50	521.00
31 - 36	550.50	564.50	578.50	591.50	605.00
37 - 42	638.50	654.50	671.00	686.00	701.50
43 - 48	741.00	759.50	778.50	796.00	814.00
49 - 54	860.00	881.50	903.50	924.00	945.00
55 - 60	997.50	1,022.50	1,048.00	1,071.50	1,095.50
MAX 61+	1,157.50	1,186.50	1,216.00	1,243.50	1,271.50
	PENSION BAND		224		

PAY PHONE SALES REPRESENTATIVE

ZONE 11	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	254.50	261.00	267.50	273.50	279.50
07 - 12	295.50	303.00	310.50	317.50	324.50
13 - 18	343.00	351.50	360.50	368.50	377.00
19 - 24	398.50	408.50	418.50	428.00	437.50
25 - 30	463.00	474.50	486.50	497.50	508.50
31 - 36	537.50	551.00	565.00	577.50	590.50
37 - 42	624.00	639.50	655.50	670.00	685.00
43 - 48	724.50	742.50	761.00	778.00	795.50
49 - 54	842.00	863.00	884.50	904.50	925.00
55 - 60	977.50	1,002.00	1,027.00	1,050.00	1,073.50
MAX 61+	1,135.50	1,164.00	1,193.00	1,220.00	1,247.50
	PENSION BAND		224		

PAY PHONE SERVICES ASSOCIATE

ZONE 1	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	323.00	331.00	339.50	347.00	355.00
07 - 12	360.00	369.00	378.00	386.50	395.00
13 - 18	401.50	411.50	422.00	431.50	441.00
19 - 24	447.50	458.50	470.00	480.50	491.50
25 - 30	499.00	511.50	524.50	536.50	548.50
31 - 36	556.00	570.00	584.50	597.50	611.00
37 - 42	619.50	635.00	651.00	665.50	680.50
43 - 48	690.50	708.00	725.50	742.00	758.50
49 - 54	770.00	789.50	809.00	827.00	845.50
55 - 60	858.50	880.00	902.00	922.50	943.50
MAX 61+	957.00	981.00	1,005.50	1,028.00	1,051.00
	PENSION BAND		217		

PAY PHONE SERVICES ASSOCIATE

ZONE 2	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	302.00	309.50	317.00	324.00	331.50
07 - 12	334.00	342.50	351.00	359.00	367.00
13 - 18	370.00	379.50	389.00	398.00	407.00
19 - 24	409.00	419.00	429.50	439.00	449.00
25 - 30	452.50	464.00	475.50	486.00	497.00
31 - 36	500.50	513.00	526.00	538.00	550.00
37 - 42	553.50	567.50	581.50	594.50	608.00
43 - 48	612.50	628.00	643.50	658.00	673.00
49 - 54	677.50	694.50	712.00	728.00	744.50
55 - 60	749.50	768.00	787.00	804.50	822.50
MAX 61+	829.50	850.00	871.50	891.00	911.00
	PENSION BAND		213		

WAGE SCHEDULES

PAY PHONE SERVICES ASSOCIATE

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	293.50	301.00	308.50	315.50	322.50
07 - 12	325.00	333.00	341.50	349.00	357.00
13 - 18	359.50	368.50	377.50	386.00	394.50
19 - 24	398.00	408.00	418.00	427.50	437.00
25 - 30	440.50	451.50	463.00	473.50	484.00
31 - 36	487.50	499.50	512.00	523.50	535.50
37 - 42	540.00	553.50	567.50	580.50	593.50
43 - 48	597.50	612.50	628.00	642.00	656.50
49 - 54	662.00	678.50	695.50	711.00	727.00
55 - 60	733.00	751.50	770.50	788.00	805.50
MAX 61+	811.50	832.00	853.00	872.00	891.50
	PENSION BAND		212		

PAY PHONE SERVICES ASSOCIATE

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	280.50	287.50	294.50	301.00	308.00
07 - 12	311.50	319.50	327.50	335.00	342.50
13 - 18	346.00	354.50	363.50	371.50	380.00
19 - 24	384.50	394.00	404.00	413.00	422.50
25 - 30	427.00	437.50	448.50	458.50	469.00
31 - 36	474.50	486.50	498.50	509.50	521.00
37 - 42	526.50	539.50	553.00	565.50	578.00
43 - 48	585.00	599.50	614.50	628.50	642.50
49 - 54	649.50	665.50	682.00	697.50	713.00
55 - 60	721.00	739.00	757.50	774.50	792.00
MAX 61+	801.00	821.00	841.50	860.50	880.00
	PENSION BAND		212		

PAY PHONE SERVICES ASSOCIATE

ZONE 5	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	279.50	286.50	293.50	300.00	307.00
07 - 12	310.00	318.00	326.00	333.50	341.00
13 - 18	344.50	353.00	362.00	370.00	378.50
19 - 24	382.00	391.50	401.50	410.50	419.50
25 - 30	424.00	434.50	445.50	455.50	465.50
31 - 36	470.50	482.50	494.50	505.50	517.00
37 - 42	522.00	535.00	548.50	561.00	573.50
43 - 48	580.00	594.50	609.50	623.00	637.00
49 - 54	643.50	659.50	676.00	691.00	706.50
55 - 60	714.00	732.00	750.50	767.50	785.00
MAX 61+	792.50	812.50	833.00	851.50	870.50
	PENSION BAND		211		

PAY PHONE SERVICES ASSOCIATE

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.00	277.00	284.00	290.50	297.00
07 - 12	302.00	309.50	317.00	324.00	331.50
13 - 18	338.00	346.50	355.00	363.00	371.00
19 - 24	378.50	388.00	397.50	406.50	415.50
25 - 30	423.50	434.00	445.00	455.00	465.00
31 - 36	474.00	486.00	498.00	509.00	520.50
37 - 42	530.50	544.00	557.50	570.00	583.00
43 - 48	593.50	608.50	623.50	637.50	652.00
49 - 54	664.50	681.00	698.00	713.50	729.50
55 - 60	744.00	762.50	781.50	799.00	817.00
MAX 61+	833.00	854.00	875.50	895.00	915.00
	PENSION BAND		213		

PAY PHONE SERVICES ASSOCIATE

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.00	277.00	284.00	290.50	297.00
07 - 12	302.00	309.50	317.00	324.00	331.50
13 - 18	338.00	346.50	355.00	363.00	371.00
19 - 24	378.50	388.00	397.50	406.50	415.50
25 - 30	423.50	434.00	445.00	455.00	465.00
31 - 36	474.00	486.00	498.00	509.00	520.50
37 - 42	530.50	544.00	557.50	570.00	583.00
43 - 48	593.50	608.50	623.50	637.50	652.00
49 - 54	664.50	681.00	698.00	713.50	729.50
55 - 60	744.00	762.50	781.50	799.00	817.00
MAX 61+	833.00	854.00	875.50	895.00	915.00
	PENSION BAND		213		

PAY PHONE SERVICES ASSOCIATE

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	275.50	282.50	289.50	296.00	302.50
07 - 12	308.50	316.00	324.00	331.50	339.00
13 - 18	346.00	354.50	363.50	371.50	380.00
19 - 24	387.00	396.50	406.50	415.50	425.00
25 - 30	433.50	444.50	455.50	465.50	476.00
31 - 36	485.50	497.50	510.00	521.50	533.00
37 - 42	544.00	557.50	571.50	584.50	597.50
43 - 48	609.50	624.50	640.00	654.50	669.00
49 - 54	683.00	700.00	717.50	733.50	750.00
55 - 60	765.00	784.00	803.50	821.50	840.00
MAX 61+	857.00	878.50	900.50	921.00	941.50
	PENSION BAND		214		

PAY PHONE SERVICES ASSOCIATE

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.00	277.00	284.00	290.50	297.00
07 - 12	302.50	310.00	318.00	325.00	332.50
13 - 18	339.00	347.50	356.00	364.00	372.00
19 - 24	380.50	390.00	400.00	409.00	418.00
25 - 30	426.50	437.00	448.00	458.00	468.50
31 - 36	478.50	490.50	503.00	514.50	526.00
37 - 42	536.00	549.50	563.00	575.50	588.50
43 - 48	601.50	616.50	632.00	646.00	660.50
49 - 54	674.00	691.00	708.50	724.50	741.00
55 - 60	756.00	775.00	794.50	812.50	831.00
MAX 61+	847.50	868.50	890.00	910.00	930.50
	PENSION BAND		213		

PAY PHONE SERVICES ASSOCIATE

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	257.00	263.50	270.00	276.00	282.00
07 - 12	289.50	296.50	304.00	311.00	318.00
13 - 18	326.00	334.00	342.50	350.00	358.00
19 - 24	367.00	376.00	385.50	394.00	403.00
25 - 30	413.50	424.00	434.50	444.50	454.50
31 - 36	466.00	477.50	489.50	500.50	512.00
37 - 42	525.00	538.00	551.50	564.00	576.50
43 - 48	591.00	606.00	621.00	635.00	649.50
49 - 54	666.00	682.50	699.50	715.00	731.00
55 - 60	750.00	769.00	788.00	805.50	823.50
MAX 61+	845.00	866.00	887.50	907.50	928.00
	PENSION BAND		213		

WAGE SCHEDULES

PAY PHONE SERVICES ASSOCIATE

ZONE 11	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	245.50	251.50	258.00	264.00	270.00
07 - 12	277.00	284.00	291.00	297.50	304.00
13 - 18	313.00	321.00	329.00	336.50	344.00
19 - 24	353.50	362.50	371.50	380.00	388.50
25 - 30	399.50	409.50	419.50	429.00	438.50
31 - 36	451.00	462.50	474.00	484.50	495.50
37 - 42	509.50	522.00	535.00	547.00	559.50
43 - 48	575.50	590.00	605.00	618.50	632.50
49 - 54	649.50	665.50	682.00	697.50	713.00
55 - 60	734.50	753.00	772.00	789.50	807.50
MAX 61+	829.50	850.00	871.50	891.00	911.00
	PENSION BAND		213		

PAY PHONE SERVICES ASSOCIATE

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	272.00	279.00	286.00	292.50	299.00
07 - 12	306.00	313.50	321.50	328.50	336.00
13 - 18	345.00	353.50	362.50	370.50	379.00
19 - 24	388.00	397.50	407.50	416.50	426.00
25 - 30	437.00	448.00	459.00	469.50	480.00
31 - 36	491.50	504.00	516.50	528.00	540.00
37 - 42	554.00	568.00	582.00	595.00	608.50
43 - 48	623.50	639.00	655.00	669.50	684.50
49 - 54	702.50	720.00	738.00	754.50	771.50
55 - 60	790.50	810.50	831.00	849.50	868.50
MAX 61+	890.00	912.50	935.50	956.50	978.00
	PENSION BAND		215		

PAY PHONE SERVICES ASSOCIATE

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	272.00	279.00	286.00	292.50	299.00
07 - 12	306.00	313.50	321.50	328.50	336.00
13 - 18	344.50	353.00	362.00	370.00	378.50
19 - 24	387.00	396.50	406.50	415.50	425.00
25 - 30	435.50	446.50	457.50	468.00	478.50
31 - 36	490.00	502.50	515.00	526.50	538.50
37 - 42	551.50	565.50	579.50	592.50	606.00
43 - 48	620.50	636.00	652.00	666.50	681.50
49 - 54	698.00	715.50	733.50	750.00	767.00
55 - 60	785.50	805.00	825.00	843.50	862.50
MAX 61+	884.00	906.00	928.50	949.50	971.00
	PENSION BAND		215		

SENIOR SPECIAL SERVICE ASSISTANT
SENIOR COIN CLERK
GRAPHICS SPECIALIST

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	281.00	288.00	295.00	301.50	308.50
07 - 12	323.50	331.50	340.00	347.50	355.50
13 - 18	372.50	382.00	391.50	400.50	409.50
19 - 24	428.00	438.50	449.50	459.50	470.00
25 - 30	492.50	505.00	517.50	529.00	541.00
31 - 36	566.50	580.50	595.00	608.50	622.00
37 - 42	652.50	669.00	685.50	701.00	717.00
43 - 48	750.50	769.50	788.50	806.00	824.00
49 - 54	863.50	885.00	907.00	927.50	948.50
55 - 60	993.50	1,018.50	1,044.00	1,067.50	1,091.50
MAX 61+	1,143.50	1,172.00	1,201.50	1,228.50	1,256.00
	PENSION BAND		224		

SENIOR SPECIAL SERVICE ASSISTANT
SENIOR COIN CLERK
GRAPHICS SPECIALIST

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	276.00	283.00	290.00	296.50	303.00
07 - 12	317.50	325.50	333.50	341.00	348.50
13 - 18	365.50	374.50	384.00	392.50	401.50
19 - 24	421.50	432.00	443.00	453.00	463.00
25 - 30	485.00	497.00	509.50	521.00	532.50
31 - 36	558.50	572.50	587.00	600.00	613.50
37 - 42	643.00	659.00	675.50	690.50	706.00
43 - 48	740.50	759.00	778.00	795.50	813.50
49 - 54	852.00	873.50	895.50	915.50	936.00
55 - 60	982.00	1,006.50	1,031.50	1,054.50	1,078.00
MAX 61+	1,130.00	1,158.50	1,187.50	1,214.00	1,241.50
	PENSION BAND		223		

TECHNICAL SPECIALIST
ADVANCED COMPUTER ATTENDANT

ZONE 1	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	317.00	325.00	333.00	340.50	348.00
07 - 12	351.00	360.00	369.00	377.50	386.00
13 - 18	387.50	397.00	407.00	416.00	425.50
19 - 24	429.00	439.50	450.50	460.50	471.00
25 - 30	474.00	486.00	498.00	509.00	520.50
31 - 36	524.00	537.00	550.50	563.00	575.50
37 - 42	579.50	594.00	609.00	622.50	636.50
43 - 48	640.50	656.50	673.00	688.00	703.50
49 - 54	708.00	725.50	743.50	760.00	777.00
55 - 60	783.00	802.50	822.50	841.00	860.00
MAX 61+	865.50	887.00	909.00	929.50	950.50
	PENSION BAND		214		

TECHNICAL SPECIALIST
ADVANCED COMPUTER ATTENDANT

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	260.00	266.50	273.00	279.00	285.50
07 - 12	292.00	299.50	307.00	314.00	321.00
13 - 18	329.00	337.00	345.50	353.50	361.50
19 - 24	370.00	379.50	389.00	398.00	407.00
25 - 30	415.50	426.00	436.50	446.50	456.50
31 - 36	467.00	478.50	490.50	501.50	513.00
37 - 42	525.50	538.50	552.00	564.50	577.00
43 - 48	591.00	606.00	621.00	635.00	649.50
49 - 54	664.50	681.00	698.00	713.50	729.50
55 - 60	747.00	765.50	784.50	802.00	820.00
MAX 61+	840.00	861.00	882.50	902.50	923.00
	PENSION BAND		213		

TECHNICAL SPECIALIST

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	255.00	261.50	268.00	274.00	280.00
07 - 12	287.00	294.00	301.50	308.50	315.50
13 - 18	323.00	331.00	339.50	347.00	355.00
19 - 24	363.00	372.00	381.50	390.00	399.00
25 - 30	408.50	418.50	429.00	438.50	448.50
31 - 36	460.00	471.50	483.50	494.50	505.50
37 - 42	517.50	530.50	544.00	556.00	568.50
43 - 48	582.00	596.50	611.50	625.50	639.50
49 - 54	655.00	671.50	688.50	704.00	720.00
55 - 60	737.00	755.50	774.50	792.00	810.00
MAX 61+	829.50	850.00	871.50	891.00	911.00
	PENSION BAND		213		

WAGE SCHEDULES

TECHNICAL SPECIALIST

ZONE 5	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	250.00	256.50	263.00	269.00	275.00
07 - 12	281.50	288.50	295.50	302.00	309.00
13 - 18	317.00	325.00	333.00	340.50	348.00
19 - 24	357.50	366.50	375.50	384.00	392.50
25 - 30	403.00	413.00	423.50	433.00	442.50
31 - 36	454.00	465.50	477.00	487.50	498.50
37 - 42	511.00	524.00	537.00	549.00	561.50
43 - 48	576.00	590.50	605.50	619.00	633.00
49 - 54	648.50	664.50	681.00	696.50	712.00
55 - 60	731.00	749.50	768.00	785.50	803.00
MAX 61+	823.50	844.00	865.00	884.50	904.50
	PENSION BAND		213		

TECHNICAL SPECIALIST
ADVANCED COMPUTER ATTENDANT

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	244.50	250.50	257.00	263.00	269.00
07 - 12	277.50	284.50	291.50	298.00	304.50
13 - 18	315.00	323.00	331.00	338.50	346.00
19 - 24	357.50	366.50	375.50	384.00	392.50
25 - 30	406.00	416.00	426.50	436.00	446.00
31 - 36	461.00	472.50	484.50	495.50	506.50
37 - 42	524.00	537.00	550.50	563.00	575.50
43 - 48	594.50	609.50	624.50	638.50	653.00
49 - 54	675.00	692.00	709.50	725.50	742.00
55 - 60	766.50	785.50	805.00	823.00	841.50
MAX 61+	870.50	892.50	915.00	935.50	956.50
	PENSION BAND		214		

TECHNICAL SPECIALIST
ADVANCED COMPUTER ATTENDANT

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	241.00	247.00	253.00	258.50	264.50
07 - 12	274.00	281.00	288.00	294.50	301.00
13 - 18	310.50	318.50	326.50	334.00	341.50
19 - 24	353.00	362.00	371.00	379.50	388.00
25 - 30	400.50	410.50	421.00	430.50	440.00
31 - 36	454.50	466.00	477.50	488.00	499.00
37 - 42	515.50	528.50	541.50	553.50	566.00
43 - 48	585.50	600.00	615.00	629.00	643.00
49 - 54	664.50	681.00	698.00	713.50	729.50
55 - 60	754.00	773.00	792.50	810.50	828.50
MAX 61+	856.00	877.50	899.50	919.50	940.00
	PENSION BAND		214		

TECHNICAL SPECIALIST
ADVANCED COMPUTER ATTENDANT

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	244.50	250.50	257.00	263.00	269.00
07 - 12	277.00	284.00	291.00	297.50	304.00
13 - 18	314.00	322.00	330.00	337.50	345.00
19 - 24	356.50	365.50	374.50	383.00	391.50
25 - 30	404.00	414.00	424.50	434.00	444.00
31 - 36	458.00	469.50	481.00	492.00	503.00
37 - 42	519.50	532.50	546.00	558.50	571.00
43 - 48	589.00	603.50	618.50	632.50	646.50
49 - 54	668.00	684.50	701.50	717.50	733.50
55 - 60	758.00	777.00	796.50	814.50	833.00
MAX 61+	859.50	881.00	903.00	923.50	944.50
	PENSION BAND		214		

TECHNICAL SPECIALIST
ADVANCED COMPUTER ATTENDANT

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	238.00	244.00	250.00	255.50	261.00
07 - 12	270.50	277.50	284.50	291.00	297.50
13 - 18	307.00	314.50	322.50	330.00	337.50
19 - 24	349.00	357.50	366.50	374.50	383.00
25 - 30	396.50	406.50	416.50	426.00	435.50
31 - 36	450.50	462.00	473.50	484.00	495.00
37 - 42	511.00	524.00	537.00	549.00	561.50
43 - 48	580.50	595.00	610.00	623.50	637.50
49 - 54	659.50	676.00	693.00	708.50	724.50
55 - 60	749.00	767.50	786.50	804.00	822.00
MAX 61+	850.50	872.00	894.00	914.00	934.50
	PENSION BAND		214		

TECHNICAL SPECIALIST
ADVANCED COMPUTER ATTENDANT

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	238.00	244.00	250.00	255.50	261.00
07 - 12	270.50	277.50	284.50	291.00	297.50
13 - 18	306.50	314.00	322.00	329.00	336.50
19 - 24	347.50	356.00	365.00	373.00	381.50
25 - 30	393.50	403.50	413.50	423.00	432.50
31 - 36	447.00	458.00	469.50	480.00	491.00
37 - 42	506.50	519.00	532.00	544.00	556.00
43 - 48	575.00	589.50	604.00	617.50	631.50
49 - 54	652.00	668.50	685.00	700.50	716.50
55 - 60	739.00	757.50	776.50	794.00	812.00
MAX 61+	838.00	859.00	880.50	900.50	921.00
	PENSION BAND		213		

TECHNICAL SPECIALIST
ADVANCED COMPUTER ATTENDANT

ZONE 11	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	233.00	239.00	245.00	250.50	256.00
07 - 12	264.00	270.50	277.50	283.50	290.00
13 - 18	299.50	307.00	314.50	321.50	328.50
19 - 24	339.00	347.50	356.00	364.00	372.00
25 - 30	384.00	393.50	403.50	412.50	422.00
31 - 36	435.50	446.50	457.50	468.00	478.50
37 - 42	493.00	505.50	518.00	529.50	541.50
43 - 48	559.00	573.00	587.50	600.50	614.00
49 - 54	633.50	649.50	665.50	680.50	696.00
55 - 60	718.00	736.00	754.50	771.50	789.00
MAX 61+	813.50	834.00	855.00	874.00	893.50
	PENSION BAND		212		

TECHNICAL SPECIALIST
ADVANCED COMPUTER ATTENDANT

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	255.00	261.50	268.00	274.00	280.00
07 - 12	287.50	294.50	302.00	309.00	316.00
13 - 18	324.50	332.50	341.00	348.50	356.50
19 - 24	366.00	375.00	384.50	393.00	402.00
25 - 30	413.00	423.50	434.00	444.00	454.00
31 - 36	465.50	477.00	489.00	500.00	511.50
37 - 42	525.50	538.50	552.00	564.50	577.00
43 - 48	592.50	607.50	622.50	636.50	651.00
49 - 54	668.50	685.00	702.00	718.00	734.00
55 - 60	754.50	773.50	793.00	811.00	829.00
MAX 61+	850.50	872.00	894.00	914.00	934.50
	PENSION BAND		214		

WAGE SCHEDULES

TECHNICAL SPECIALIST
ADVANCED COMPUTER ATTENDANT

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	250.00	256.50	263.00	269.00	275.00
07 - 12	281.50	288.50	295.50	302.00	309.00
13 - 18	317.00	325.00	333.00	340.50	348.00
19 - 24	357.50	366.50	375.50	384.00	392.50
25 - 30	403.00	413.00	423.50	433.00	442.50
31 - 36	454.00	465.50	477.00	487.50	498.50
37 - 42	511.00	524.00	537.00	549.00	561.50
43 - 48	576.00	590.50	605.50	619.00	633.00
49 - 54	648.50	664.50	681.00	696.50	712.00
55 - 60	731.00	749.50	768.00	785.50	803.00
MAX 61+	823.50	844.00	865.00	884.50	904.50
	PENSION BAND		213		

TECHNICAL ASSOCIATE
ASSET COORDINATOR
COMMUNICATIONS COORDINATOR
COMPUTER ATTENDANT
LISTING ASSOCIATE
PURCHASING SERVICES SPECIALIST

ZONE 1	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	306.50	314.00	322.00	329.00	336.50
07 - 12	337.50	346.00	354.50	362.50	370.50
13 - 18	372.50	382.00	391.50	400.50	409.50
19 - 24	410.50	421.00	431.50	441.00	451.00
25 - 30	452.50	464.00	475.50	486.00	497.00
31 - 36	499.00	511.50	524.50	536.50	548.50
37 - 42	549.50	563.00	577.00	590.00	603.50
43 - 48	606.00	621.00	636.50	651.00	665.50
49 - 54	667.50	684.00	701.00	717.00	733.00
55 - 60	736.00	754.50	773.50	791.00	809.00
MAX 61+	811.00	831.50	852.50	871.50	891.00
	PENSION BAND		212		

TECHNICAL ASSOCIATE
ASSET COORDINATOR
COMMUNICATIONS COORDINATOR
COMPUTER ATTENDANT
LISTING ASSOCIATE
PURCHASING SERVICES SPECIALIST

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	255.00	261.50	268.00	274.00	280.00
07 - 12	286.50	293.50	301.00	308.00	315.00
13 - 18	322.50	330.50	339.00	346.50	354.50
19 - 24	362.50	371.50	381.00	389.50	398.50
25 - 30	407.50	417.50	428.00	437.50	447.50
31 - 36	458.50	470.00	482.00	493.00	504.00
37 - 42	515.00	528.00	541.00	553.00	565.50
43 - 48	579.50	594.00	609.00	622.50	636.50
49 - 54	651.50	668.00	684.50	700.00	716.00
55 - 60	732.50	751.00	770.00	787.50	805.00
MAX 61+	823.50	844.00	865.00	884.50	904.50
	PENSION BAND		213		

TECHNICAL ASSOCIATE
ASSET COORDINATOR
COMMUNICATIONS COORDINATOR
COMPUTER ATTENDANT
LISTING ASSOCIATE
PURCHASING SERVICES SPECIALIST

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	255.00	261.50	268.00	274.00	280.00
07 - 12	286.50	293.50	301.00	308.00	315.00
13 - 18	322.00	330.00	338.50	346.00	354.00
19 - 24	361.50	370.50	380.00	388.50	397.00
25 - 30	406.00	416.00	426.50	436.00	446.00
31 - 36	456.00	467.50	479.00	490.00	501.00
37 - 42	512.00	525.00	538.00	550.00	562.50
43 - 48	575.50	590.00	605.00	618.50	632.50
49 - 54	646.00	662.00	678.50	694.00	709.50
55 - 60	726.00	744.00	762.50	779.50	797.00
MAX 61+	815.50	836.00	857.00	876.50	896.00
	PENSION BAND		212		

TECHNICAL ASSOCIATE
ASSET COORDINATOR
COMMUNICATIONS COORDINATOR
COMPUTER ATTENDANT
LISTING ASSOCIATE
PURCHASING SERVICES SPECIALIST

ZONE 5	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	250.00	256.50	263.00	269.00	275.00
07 - 12	281.00	288.00	295.00	301.50	308.50
13 - 18	316.00	324.00	332.00	339.50	347.00
19 - 24	355.50	364.50	373.50	382.00	390.50
25 - 30	399.50	409.50	419.50	429.00	438.50
31 - 36	449.50	460.50	472.00	482.50	493.50
37 - 42	505.00	517.50	530.50	542.50	554.50
43 - 48	568.00	582.00	596.50	610.00	623.50
49 - 54	638.50	654.50	671.00	686.00	701.50
55 - 60	718.00	736.00	754.50	771.50	789.00
MAX 61+	807.50	827.50	848.00	867.00	886.50
	PENSION BAND		212		

TECHNICAL ASSOCIATE
ASSET COORDINATOR
COMMUNICATIONS COORDINATOR
COMPUTER ATTENDANT
LISTING ASSOCIATE
PURCHASING SERVICES SPECIALIST

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	244.50	250.50	257.00	263.00	269.00
07 - 12	276.50	283.50	290.50	297.00	303.50
13 - 18	312.50	320.50	328.50	336.00	343.50
19 - 24	353.50	362.50	371.50	380.00	388.50
25 - 30	400.00	410.00	420.50	430.00	439.50
31 - 36	452.50	464.00	475.50	486.00	497.00
37 - 42	511.50	524.50	537.50	549.50	562.00
43 - 48	579.00	593.50	608.50	622.00	636.00
49 - 54	655.00	671.50	688.50	704.00	720.00
55 - 60	740.50	759.00	778.00	795.50	813.50
MAX 61+	838.00	859.00	880.50	900.50	921.00
	PENSION BAND		213		

WAGE SCHEDULES

TECHNICAL ASSOCIATE
ASSET COORDINATOR
COMMUNICATIONS COORDINATOR
COMPUTER ATTENDANT
LISTING ASSOCIATE
PURCHASING SERVICES SPECIALIST

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	241.00	247.00	253.00	258.50	264.50
07 - 12	273.00	280.00	287.00	293.50	300.00
13 - 18	308.00	315.50	323.50	331.00	338.50
19 - 24	348.50	357.00	366.00	374.00	382.50
25 - 30	393.50	403.50	413.50	423.00	432.50
31 - 36	444.50	455.50	467.00	477.50	488.00
37 - 42	503.00	515.50	528.50	540.50	552.50
43 - 48	568.00	582.00	596.50	610.00	623.50
49 - 54	642.50	658.50	675.00	690.00	705.50
55 - 60	726.00	744.00	762.50	779.50	797.00
MAX 61+	820.50	841.00	862.00	881.50	901.50
	PENSION BAND		212		

TECHNICAL ASSOCIATE
ASSET COORDINATOR
COMMUNICATIONS COORDINATOR
COMPUTER ATTENDANT
LISTING ASSOCIATE
PURCHASING SERVICES SPECIALIST

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	239.00	245.00	251.00	256.50	262.50
07 - 12	271.00	278.00	285.00	291.50	298.00
13 - 18	306.00	313.50	321.50	328.50	336.00
19 - 24	346.50	355.00	364.00	372.00	380.50
25 - 30	391.50	401.50	411.50	421.00	430.50
31 - 36	443.00	454.00	465.50	476.00	486.50
37 - 42	501.50	514.00	527.00	539.00	551.00
43 - 48	567.00	581.00	595.50	609.00	622.50
49 - 54	641.00	657.00	673.50	688.50	704.00
55 - 60	725.00	743.00	761.50	778.50	796.00
MAX 61+	820.50	841.00	862.00	881.50	901.50
	PENSION BAND		212		

TECHNICAL ASSOCIATE
ASSET COORDINATOR
COMMUNICATIONS COORDINATOR
COMPUTER ATTENDANT
LISTING ASSOCIATE
PURCHASING SERVICES SPECIALIST

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	233.00	239.00	245.00	250.50	256.00
07 - 12	264.00	270.50	277.50	283.50	290.00
13 - 18	299.00	306.50	314.00	321.00	328.00
19 - 24	338.50	347.00	355.50	363.50	371.50
25 - 30	384.00	393.50	403.50	412.50	422.00
31 - 36	434.50	445.50	456.50	467.00	477.50
37 - 42	492.50	505.00	517.50	529.00	541.00
43 - 48	558.00	572.00	586.50	599.50	613.00
49 - 54	632.00	648.00	664.00	679.00	694.50
55 - 60	716.00	734.00	752.50	769.50	787.00
MAX 61+	811.00	831.50	852.50	871.50	891.00
	PENSION BAND		212		

TECHNICAL ASSOCIATE
ASSET COORDINATOR
COMMUNICATIONS COORDINATOR
COMPUTER ATTENDANT
LISTING ASSOCIATE
PURCHASING SERVICES SPECIALIST

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	233.00	239.00	245.00	250.50	256.00
07 - 12	263.50	270.00	277.00	283.00	289.50
13 - 18	298.50	306.00	313.50	320.50	327.50
19 - 24	337.00	345.50	354.00	362.00	370.00
25 - 30	381.50	391.00	401.00	410.00	419.00
31 - 36	431.50	442.50	453.50	463.50	474.00
37 - 42	487.50	499.50	512.00	523.50	535.50
43 - 48	552.00	566.00	580.00	593.00	606.50
49 - 54	623.50	639.00	655.00	669.50	684.50
55 - 60	706.00	723.50	741.50	758.00	775.00
MAX 61+	798.00	818.00	838.50	857.50	877.00
	PENSION BAND		212		

TECHNICAL ASSOCIATE
ASSET COORDINATOR
COMMUNICATIONS COORDINATOR
COMPUTER ATTENDANT
LISTING ASSOCIATE
PURCHASING SERVICES SPECIALIST

ZONE 11	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	229.00	234.50	240.50	246.00	251.50
07 - 12	258.50	265.00	271.50	277.50	283.50
13 - 18	292.00	299.50	307.00	314.00	321.00
19 - 24	330.00	338.50	347.00	355.00	363.00
25 - 30	373.00	382.50	392.00	401.00	410.00
31 - 36	421.50	432.00	443.00	453.00	463.00
37 - 42	476.00	488.00	500.00	511.50	523.00
43 - 48	537.50	551.00	565.00	577.50	590.50
49 - 54	607.00	622.00	637.50	652.00	666.50
55 - 60	686.00	703.00	720.50	736.50	753.00
MAX 61+	774.50	794.00	814.00	832.50	851.00
	PENSION BAND		211		

TECHNICAL ASSOCIATE
ASSET COORDINATOR
COMMUNICATIONS COORDINATOR
COMPUTER ATTENDANT
LISTING ASSOCIATE
PURCHASING SERVICES SPECIALIST

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	244.50	250.50	257.00	263.00	269.00
07 - 12	275.00	282.00	289.00	295.50	302.00
13 - 18	309.50	317.00	325.00	332.50	340.00
19 - 24	348.50	357.00	366.00	374.00	382.50
25 - 30	392.00	402.00	412.00	421.50	431.00
31 - 36	441.50	452.50	464.00	474.50	485.00
37 - 42	497.50	510.00	523.00	535.00	547.00
43 - 48	559.50	573.50	588.00	601.00	614.50
49 - 54	630.00	646.00	662.00	677.00	692.00
55 - 60	709.00	726.50	744.50	761.50	778.50
MAX 61+	798.00	818.00	838.50	857.50	877.00
	PENSION BAND		212		

WAGE SCHEDULES

TECHNICAL ASSOCIATE
ASSET COORDINATOR
COMMUNICATIONS COORDINATOR
COMPUTER ATTENDANT
LISTING ASSOCIATE
PURCHASING SERVICES SPECIALIST

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	239.00	245.00	251.00	256.50	262.50
07 - 12	269.00	275.50	282.50	289.00	295.50
13 - 18	302.50	310.00	318.00	325.00	332.50
19 - 24	339.50	348.00	356.50	364.50	372.50
25 - 30	382.00	391.50	401.50	410.50	419.50
31 - 36	429.50	440.00	451.00	461.00	471.50
37 - 42	483.00	495.00	507.50	519.00	530.50
43 - 48	543.00	556.50	570.50	583.50	596.50
49 - 54	610.50	626.00	641.50	656.00	671.00
55 - 60	686.50	703.50	721.00	737.00	753.50
MAX 61+	771.50	791.00	811.00	829.00	847.50
	PENSION BAND		212		

ADMINISTRATIVE SPECIALIST

ZONE 1	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	306.50	314.00	322.00	329.00	336.50
07 - 12	336.50	345.00	353.50	361.50	369.50
13 - 18	370.00	379.50	389.00	398.00	407.00
19 - 24	406.50	416.50	427.00	436.50	446.50
25 - 30	446.50	457.50	469.00	479.50	490.50
31 - 36	490.00	502.50	515.00	526.50	538.50
37 - 42	538.50	552.00	566.00	578.50	591.50
43 - 48	591.50	606.50	621.50	635.50	650.00
49 - 54	649.50	665.50	682.00	697.50	713.00
55 - 60	713.50	731.50	750.00	767.00	784.50
MAX 61+	784.00	803.50	823.50	842.00	861.00
	PENSION BAND		211		

ADMINISTRATIVE SPECIALIST

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	250.00	256.50	263.00	269.00	275.00
07 - 12	280.00	287.00	294.00	300.50	307.50
13 - 18	314.00	322.00	330.00	337.50	345.00
19 - 24	352.50	361.50	370.50	379.00	387.50
25 - 30	394.50	404.50	414.50	424.00	433.50
31 - 36	442.50	453.50	465.00	475.50	486.00
37 - 42	496.50	509.00	521.50	533.00	545.00
43 - 48	557.00	571.00	585.50	598.50	612.00
49 - 54	624.00	639.50	655.50	670.00	685.00
55 - 60	700.00	717.50	735.50	752.00	769.00
MAX 61+	785.00	804.50	824.50	843.00	862.00
	PENSION BAND		211		

ADMINISTRATIVE SPECIALIST

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	250.00	256.50	263.00	269.00	275.00
07 - 12	279.50	286.50	293.50	300.00	307.00
13 - 18	313.00	321.00	329.00	336.50	344.00
19 - 24	350.50	359.50	368.50	377.00	385.50
25 - 30	392.00	402.00	412.00	421.50	431.00
31 - 36	439.00	450.00	461.50	472.00	482.50
37 - 42	491.00	503.50	516.00	527.50	539.50
43 - 48	550.00	564.00	578.00	591.00	604.50
49 - 54	615.50	631.00	647.00	661.50	676.50
55 - 60	689.00	706.00	723.50	740.00	756.50
MAX 61+	771.00	790.50	810.50	828.50	847.00
	PENSION BAND		211		

ADMINISTRATIVE SPECIALIST

ZONE 5	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	244.50	250.50	257.00	263.00	269.00
07 - 12	274.00	281.00	288.00	294.50	301.00
13 - 18	307.00	314.50	322.50	330.00	337.50
19 - 24	344.50	353.00	362.00	370.00	378.50
25 - 30	386.00	395.50	405.50	414.50	424.00
31 - 36	433.00	444.00	455.00	465.00	475.50
37 - 42	485.50	497.50	510.00	521.50	533.00
43 - 48	544.50	558.00	572.00	585.00	598.00
49 - 54	610.50	626.00	641.50	656.00	671.00
55 - 60	684.50	701.50	719.00	735.00	751.50
MAX 61+	767.50	786.50	806.00	824.00	842.50
	PENSION BAND		211		

ADMINISTRATIVE SPECIALIST

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	244.50	250.50	257.00	263.00	269.00
07 - 12	275.50	282.50	289.50	296.00	302.50
13 - 18	311.00	319.00	327.00	334.50	342.00
19 - 24	351.00	360.00	369.00	377.50	386.00
25 - 30	396.50	406.50	416.50	426.00	435.50
31 - 36	447.00	458.00	469.50	480.00	491.00
37 - 42	504.50	517.00	530.00	542.00	554.00
43 - 48	569.00	583.00	597.50	611.00	624.50
49 - 54	642.00	658.00	674.50	689.50	705.00
55 - 60	724.50	742.50	761.00	778.00	795.50
MAX 61+	817.50	838.00	859.00	878.50	898.50
	PENSION BAND		212		

ADMINISTRATIVE SPECIALIST

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	241.00	247.00	253.00	258.50	264.50
07 - 12	272.50	279.50	286.50	293.00	299.50
13 - 18	307.50	315.00	323.00	330.50	338.00
19 - 24	348.00	356.50	365.50	373.50	382.00
25 - 30	392.50	402.50	412.50	422.00	431.50
31 - 36	443.50	454.50	466.00	476.50	487.00
37 - 42	501.00	513.50	526.50	538.50	550.50
43 - 48	566.00	580.00	594.50	608.00	621.50
49 - 54	639.00	655.00	671.50	686.50	702.00
55 - 60	722.00	740.00	758.50	775.50	793.00
MAX 61+	815.50	836.00	857.00	876.50	896.00
	PENSION BAND		212		

ADMINISTRATIVE SPECIALIST TELLER

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	234.00	240.00	246.00	251.50	257.00
07 - 12	264.50	271.00	278.00	284.50	291.00
13 - 18	299.50	307.00	314.50	321.50	328.50
19 - 24	338.50	347.00	355.50	363.50	371.50
25 - 30	382.50	392.00	402.00	411.00	420.00
31 - 36	433.00	444.00	455.00	465.00	475.50
37 - 42	489.50	501.50	514.00	525.50	537.50
43 - 48	553.50	567.50	581.50	594.50	608.00
49 - 54	626.00	641.50	657.50	672.50	687.50
55 - 60	708.00	725.50	743.50	760.00	777.00
MAX 61+	800.00	820.00	840.50	859.50	879.00
	PENSION BAND		212		

WAGE SCHEDULES

ADMINISTRATIVE SPECIALIST TELLER

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	229.00	234.50	240.50	246.00	251.50
07 - 12	259.00	265.50	272.00	278.00	284.50
13 - 18	293.50	301.00	308.50	315.50	322.50
19 - 24	332.00	340.50	349.00	357.00	365.00
25 - 30	376.00	385.50	395.00	404.00	413.00
31 - 36	426.00	436.50	447.50	457.50	468.00
37 - 42	482.00	494.00	506.50	518.00	529.50
43 - 48	545.50	559.00	573.00	586.00	599.00
49 - 54	617.50	633.00	649.00	663.50	678.50
55 - 60	699.00	716.50	734.50	751.00	768.00
MAX 61+	791.50	811.50	832.00	850.50	869.50
	PENSION BAND		211		

ADMINISTRATIVE SPECIALIST TELLER

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	229.00	234.50	240.50	246.00	251.50
07 - 12	258.50	265.00	271.50	277.50	283.50
13 - 18	292.00	299.50	307.00	314.00	321.00
19 - 24	330.00	338.50	347.00	355.00	363.00
25 - 30	373.00	382.50	392.00	401.00	410.00
31 - 36	421.50	432.00	443.00	453.00	463.00
37 - 42	476.00	488.00	500.00	511.50	523.00
43 - 48	537.50	551.00	565.00	577.50	590.50
49 - 54	607.00	622.00	637.50	652.00	666.50
55 - 60	686.00	703.00	720.50	736.50	753.00
MAX 61+	774.50	794.00	814.00	832.50	851.00
	PENSION BAND		211		

ADMINISTRATIVE SPECIALIST TELLER

ZONE 11	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	226.00	231.50	237.50	243.00	248.50
07 - 12	255.00	261.50	268.00	274.00	280.00
13 - 18	287.50	294.50	302.00	309.00	316.00
19 - 24	324.50	332.50	341.00	348.50	356.50
25 - 30	366.00	375.00	384.50	393.00	402.00
31 - 36	413.00	423.50	434.00	444.00	454.00
37 - 42	466.00	477.50	489.50	500.50	512.00
43 - 48	526.50	539.50	553.00	565.50	578.00
49 - 54	593.50	608.50	623.50	637.50	652.00
55 - 60	669.50	686.00	703.00	719.00	735.00
MAX 61+	756.00	775.00	794.50	812.50	831.00
	PENSION BAND		210		

ADMINISTRATIVE SPECIALIST

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	234.00	240.00	246.00	251.50	257.00
07 - 12	263.50	270.00	277.00	283.00	289.50
13 - 18	297.50	305.00	312.50	319.50	326.50
19 - 24	334.50	343.00	351.50	359.50	367.50
25 - 30	377.00	386.50	396.00	405.00	414.00
31 - 36	425.00	435.50	446.50	456.50	467.00
37 - 42	478.50	490.50	503.00	514.50	526.00
43 - 48	539.00	552.50	566.50	579.00	592.00
49 - 54	607.50	622.50	638.00	652.50	667.00
55 - 60	684.00	701.00	718.50	734.50	751.00
MAX 61+	770.50	790.00	810.00	828.00	846.50
	PENSION BAND		211		

ADMINISTRATIVE SPECIALIST

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	229.00	234.50	240.50	246.00	251.50
07 - 12	258.00	264.50	271.00	277.00	283.00
13 - 18	290.00	297.50	305.00	312.00	319.00
19 - 24	327.00	335.00	343.50	351.00	359.00
25 - 30	368.00	377.00	386.50	395.00	404.00
31 - 36	414.50	425.00	435.50	445.50	455.50
37 - 42	466.50	478.00	490.00	501.00	512.50
43 - 48	526.00	539.00	552.50	565.00	577.50
49 - 54	592.00	607.00	622.00	636.00	650.50
55 - 60	666.50	683.00	700.00	716.00	732.00
MAX 61+	750.50	769.50	788.50	806.00	824.00
	PENSION BAND		210		

CLERICAL ASSOCIATE

ZONE 1	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	277.00	284.00	291.00	297.50	304.00
07 - 12	306.00	313.50	321.50	328.50	336.00
13 - 18	338.00	346.50	355.00	363.00	371.00
19 - 24	374.00	383.50	393.00	402.00	411.00
25 - 30	413.00	423.50	434.00	444.00	454.00
31 - 36	456.50	468.00	479.50	490.50	501.50
37 - 42	504.50	517.00	530.00	542.00	554.00
43 - 48	557.00	571.00	585.50	598.50	612.00
49 - 54	615.50	631.00	647.00	661.50	676.50
55 - 60	680.50	697.50	715.00	731.00	747.50
MAX 61+	751.50	770.50	790.00	808.00	826.00
	PENSION BAND		210		

CLERICAL ASSOCIATE

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	250.00	256.50	263.00	269.00	275.00
07 - 12	279.00	286.00	293.00	299.50	306.00
13 - 18	311.00	319.00	327.00	334.50	342.00
19 - 24	347.50	356.00	365.00	373.00	381.50
25 - 30	387.50	397.00	407.00	416.00	425.50
31 - 36	432.50	443.50	454.50	464.50	475.00
37 - 42	483.00	495.00	507.50	519.00	530.50
43 - 48	539.00	552.50	566.50	579.00	592.00
49 - 54	601.50	616.50	632.00	646.00	660.50
55 - 60	671.00	688.00	705.00	721.00	737.00
MAX 61+	749.00	767.50	786.50	804.00	822.00
	PENSION BAND		210		

CLERICAL ASSOCIATE

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	244.50	250.50	257.00	263.00	269.00
07 - 12	273.00	280.00	287.00	293.50	300.00
13 - 18	304.50	312.00	320.00	327.00	334.50
19 - 24	340.00	348.50	357.00	365.00	373.00
25 - 30	379.50	389.00	398.50	407.50	416.50
31 - 36	424.00	434.50	445.50	455.50	465.50
37 - 42	473.50	485.50	497.50	508.50	520.00
43 - 48	528.50	541.50	555.00	567.50	580.50
49 - 54	589.50	604.00	619.00	633.00	647.00
55 - 60	658.50	675.00	692.00	707.50	723.50
MAX 61+	735.00	753.50	772.50	790.00	808.00
	PENSION BAND		209		

WAGE SCHEDULES

CLERICAL ASSOCIATE

ZONE 5	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	244.50	250.50	257.00	263.00	269.00
07 - 12	272.50	279.50	286.50	293.00	299.50
13 - 18	303.50	311.00	319.00	326.00	333.50
19 - 24	338.00	346.50	355.00	363.00	371.00
25 - 30	376.50	386.00	395.50	404.50	413.50
31 - 36	419.50	430.00	441.00	451.00	461.00
37 - 42	467.50	479.00	491.00	502.00	513.50
43 - 48	520.50	533.50	547.00	559.50	572.00
49 - 54	580.50	595.00	610.00	623.50	637.50
55 - 60	646.50	662.50	679.00	694.50	710.00
MAX 61+	720.50	738.50	757.00	774.00	791.50
	PENSION BAND		209		

CLERICAL ASSOCIATE

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	244.50	250.50	257.00	263.00	269.00
07 - 12	275.50	282.50	289.50	296.00	302.50
13 - 18	310.50	318.50	326.50	334.00	341.50
19 - 24	350.50	359.50	368.50	377.00	385.50
25 - 30	395.50	405.50	415.50	425.00	434.50
31 - 36	445.50	456.50	468.00	478.50	489.50
37 - 42	502.50	515.00	528.00	540.00	552.00
43 - 48	566.50	580.50	595.00	608.50	622.00
49 - 54	639.00	655.00	671.50	686.50	702.00
55 - 60	720.50	738.50	757.00	774.00	791.50
MAX 61+	812.50	833.00	854.00	873.00	892.50
	PENSION BAND		212		

CLERICAL ASSOCIATE

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	241.00	247.00	253.00	258.50	264.50
07 - 12	272.50	279.50	286.50	293.00	299.50
13 - 18	307.50	315.00	323.00	330.50	338.00
19 - 24	347.00	355.50	364.50	372.50	381.00
25 - 30	391.50	401.50	411.50	421.00	430.50
31 - 36	441.50	452.50	464.00	474.50	485.00
37 - 42	499.00	511.50	524.50	536.50	548.50
43 - 48	563.00	577.00	591.50	605.00	618.50
49 - 54	635.50	651.50	668.00	683.00	698.50
55 - 60	717.00	735.00	753.50	770.50	788.00
MAX 61+	809.50	829.50	850.00	869.00	888.50
	PENSION BAND		212		

CLERICAL ASSOCIATE

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	229.50	235.00	241.00	246.50	252.00
07 - 12	259.50	266.00	272.50	278.50	285.00
13 - 18	293.50	301.00	308.50	315.50	322.50
19 - 24	331.00	339.50	348.00	356.00	364.00
25 - 30	374.50	384.00	393.50	402.50	411.50
31 - 36	423.00	433.50	444.50	454.50	464.50
37 - 42	478.00	490.00	502.50	514.00	525.50
43 - 48	540.00	553.50	567.50	580.50	593.50
49 - 54	610.50	626.00	641.50	656.00	671.00
55 - 60	689.50	706.50	724.00	740.50	757.00
MAX 61+	779.50	799.00	819.00	837.50	856.50
	PENSION BAND		211		

CLERICAL ASSOCIATE

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	224.50	230.00	236.00	241.50	247.00
07 - 12	254.00	260.50	267.00	273.00	279.00
13 - 18	287.00	294.00	301.50	308.50	315.50
19 - 24	325.00	333.00	341.50	349.00	357.00
25 - 30	367.50	376.50	386.00	394.50	403.50
31 - 36	416.00	426.50	437.00	447.00	457.00
37 - 42	470.50	482.50	494.50	505.50	517.00
43 - 48	533.00	546.50	560.00	572.50	585.50
49 - 54	603.00	618.00	633.50	648.00	662.50
55 - 60	682.00	699.00	716.50	732.50	749.00
MAX 61+	771.50	791.00	811.00	829.00	847.50
	PENSION BAND		211		

CLERICAL ASSOCIATE

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	224.50	230.00	236.00	241.50	247.00
07 - 12	253.50	260.00	266.50	272.50	278.50
13 - 18	286.00	293.00	300.50	307.50	314.50
19 - 24	323.50	331.50	340.00	347.50	355.50
25 - 30	364.50	373.50	383.00	391.50	400.50
31 - 36	412.00	422.50	433.00	442.50	452.50
37 - 42	465.00	476.50	488.50	499.50	510.50
43 - 48	525.50	538.50	552.00	564.50	577.00
49 - 54	593.00	608.00	623.00	637.00	651.50
55 - 60	669.50	686.00	703.00	719.00	735.00
MAX 61+	756.50	775.50	795.00	813.00	831.50
	PENSION BAND		210		

CLERICAL ASSOCIATE

ZONE 11	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	219.00	224.50	230.00	235.00	240.50
07 - 12	247.00	253.00	259.50	265.50	271.50
13 - 18	279.00	286.00	293.00	299.50	306.00
19 - 24	314.50	322.50	330.50	338.00	345.50
25 - 30	355.50	364.50	373.50	382.00	390.50
31 - 36	401.50	411.50	422.00	431.50	441.00
37 - 42	453.00	464.50	476.00	486.50	497.50
43 - 48	511.00	524.00	537.00	549.00	561.50
49 - 54	577.50	592.00	607.00	620.50	634.50
55 - 60	651.50	668.00	684.50	700.00	716.00
MAX 61+	735.50	754.00	773.00	790.50	808.50
	PENSION BAND		209		

CLERICAL ASSOCIATE

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	229.00	234.50	240.50	246.00	251.50
07 - 12	257.50	264.00	270.50	276.50	282.50
13 - 18	289.50	296.50	304.00	311.00	318.00
19 - 24	326.00	334.00	342.50	350.00	358.00
25 - 30	366.50	375.50	385.00	393.50	402.50
31 - 36	412.50	423.00	433.50	443.50	453.50
37 - 42	464.00	475.50	487.50	498.50	509.50
43 - 48	522.00	535.00	548.50	561.00	573.50
49 - 54	587.50	602.00	617.00	631.00	645.00
55 - 60	661.00	677.50	694.50	710.00	726.00
MAX 61+	743.50	762.00	781.00	798.50	816.50
	PENSION BAND		210		

WAGE SCHEDULES

CLERICAL ASSOCIATE

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	224.00	229.50	235.00	240.50	246.00
07 - 12	252.00	258.50	265.00	271.00	277.00
13 - 18	283.50	290.50	298.00	304.50	311.50
19 - 24	319.50	327.50	335.50	343.00	350.50
25 - 30	359.00	368.00	377.00	385.50	394.00
31 - 36	404.50	414.50	425.00	434.50	444.50
37 - 42	455.00	466.50	478.00	489.00	500.00
43 - 48	512.00	525.00	538.00	550.00	562.50
49 - 54	576.50	591.00	606.00	619.50	633.50
55 - 60	648.50	664.50	681.00	696.50	712.00
MAX 61+	730.50	749.00	767.50	785.00	802.50
	PENSION BAND		209		

BUILDING SERVICER

ZONE 1	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	260.50	267.00	273.50	279.50	286.00
07 - 12	289.50	296.50	304.00	311.00	318.00
13 - 18	322.50	330.50	339.00	346.50	354.50
19 - 24	358.00	367.00	376.00	384.50	393.00
25 - 30	398.50	408.50	418.50	428.00	437.50
31 - 36	442.50	453.50	465.00	475.50	486.00
37 - 42	492.00	504.50	517.00	528.50	540.50
43 - 48	547.00	560.50	574.50	587.50	600.50
49 - 54	608.50	623.50	639.00	653.50	668.00
55 - 60	676.50	693.50	711.00	727.00	743.50
MAX 61+	751.50	770.50	790.00	808.00	826.00
	PENSION BAND		210		

BUILDING SERVICER

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	222.00	227.50	233.00	238.00	243.50
07 - 12	250.50	257.00	263.50	269.50	275.50
13 - 18	283.00	290.00	297.50	304.00	311.00
19 - 24	320.00	328.00	336.00	343.50	351.00
25 - 30	361.00	370.00	379.50	388.00	396.50
31 - 36	408.00	418.00	428.50	438.00	448.00
37 - 42	461.00	472.50	484.50	495.50	506.50
43 - 48	520.50	533.50	547.00	559.50	572.00
49 - 54	588.00	602.50	617.50	631.50	645.50
55 - 60	664.00	680.50	697.50	713.00	729.00
MAX 61+	750.00	769.00	788.00	805.50	823.50
	PENSION BAND		210		

BUILDING SERVICER

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	216.00	221.50	227.00	232.00	237.00
07 - 12	244.50	250.50	257.00	263.00	269.00
13 - 18	276.50	283.50	290.50	297.00	303.50
19 - 24	312.00	320.00	328.00	335.50	343.00
25 - 30	353.00	362.00	371.00	379.50	388.00
31 - 36	399.00	409.00	419.00	428.50	438.00
37 - 42	451.00	462.50	474.00	484.50	495.50
43 - 48	509.50	522.00	535.00	547.00	559.50
49 - 54	576.50	591.00	606.00	619.50	633.50
55 - 60	651.50	668.00	684.50	700.00	716.00
MAX 61+	736.00	754.50	773.50	791.00	809.00
	PENSION BAND		209		

BUILDING MAINTAINER

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	281.00	288.00	295.00	301.50	308.50
07 - 12	308.00	315.50	323.50	331.00	338.50
13 - 18	338.00	346.50	355.00	363.00	371.00
19 - 24	371.00	380.50	390.00	399.00	408.00
25 - 30	406.50	416.50	427.00	436.50	446.50
31 - 36	445.50	456.50	468.00	478.50	489.50
37 - 42	489.00	501.00	513.50	525.00	537.00
43 - 48	536.00	549.50	563.00	575.50	588.50
49 - 54	588.00	602.50	617.50	631.50	645.50
55 - 60	645.00	661.00	677.50	692.50	708.00
MAX 61+	707.50	725.00	743.00	759.50	776.50
	PENSION BAND		208		

BUILDING SERVICE ATTENDANT

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	278.50	285.50	292.50	299.00	305.50
07 - 12	303.00	310.50	318.50	325.50	333.00
13 - 18	330.00	338.50	347.00	355.00	363.00
19 - 24	359.00	368.00	377.00	385.50	394.00
25 - 30	391.00	401.00	411.00	420.00	429.50
31 - 36	426.00	436.50	447.50	457.50	468.00
37 - 42	463.50	475.00	487.00	498.00	509.00
43 - 48	504.50	517.00	530.00	542.00	554.00
49 - 54	549.50	563.00	577.00	590.00	603.50
55 - 60	597.50	612.50	628.00	642.00	656.50
MAX 61+	651.00	667.50	684.00	699.50	715.00
	PENSION BAND		206		

EQUIPMENT MAINTENANCE MECHANIC

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	308.00	315.50	323.50	331.00	338.50
07 - 12	349.50	358.00	367.00	375.50	384.00
13 - 18	397.00	407.00	417.00	426.50	436.00
19 - 24	450.50	462.00	473.50	484.00	495.00
25 - 30	511.00	524.00	537.00	549.00	561.50
31 - 36	580.00	594.50	609.50	623.00	637.00
37 - 42	658.50	675.00	692.00	707.50	723.50
43 - 48	747.00	765.50	784.50	802.00	820.00
49 - 54	847.50	868.50	890.00	910.00	930.50
55 - 60	962.50	986.50	1,011.00	1,033.50	1,057.00
MAX 61+	1,092.00	1,119.50	1,147.50	1,173.50	1,200.00
	PENSION BAND		222		

BUILDING EQUIPMENT MECHANIC

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	281.00	288.00	295.00	301.50	308.50
07 - 12	322.50	330.50	339.00	346.50	354.50
13 - 18	370.50	380.00	389.50	398.50	407.50
19 - 24	425.00	435.50	446.50	456.50	467.00
25 - 30	487.50	499.50	512.00	523.50	535.50
31 - 36	559.50	573.50	588.00	601.00	614.50
37 - 42	642.00	658.00	674.50	689.50	705.00
43 - 48	737.00	755.50	774.50	792.00	810.00
49 - 54	845.50	866.50	888.00	908.00	928.50
55 - 60	970.50	995.00	1,020.00	1,043.00	1,066.50
MAX 61+	1,114.00	1,142.00	1,170.50	1,197.00	1,224.00
	PENSION BAND		223		

WAGE SCHEDULES

BUILDING EQUIPMENT MECHANIC

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	276.00	283.00	290.00	296.50	303.00
07 - 12	316.50	324.50	332.50	340.00	347.50
13 - 18	363.50	372.50	382.00	390.50	399.50
19 - 24	417.00	427.50	438.00	448.00	458.00
25 - 30	479.00	491.00	503.50	515.00	526.50
31 - 36	550.00	564.00	578.00	591.00	604.50
37 - 42	631.50	647.50	663.50	678.50	694.00
43 - 48	724.50	742.50	761.00	778.00	795.50
49 - 54	832.00	853.00	874.50	894.00	914.00
55 - 60	954.50	978.50	1,003.00	1,025.50	1,048.50
MAX 61+	1,096.00	1,123.50	1,151.50	1,177.50	1,204.00
	PENSION BAND		222		

BUILDING MECHANIC

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	258.00	264.50	271.00	277.00	283.00
07 - 12	294.50	302.00	309.50	316.50	323.50
13 - 18	335.00	343.50	352.00	360.00	368.00
19 - 24	382.00	391.50	401.50	410.50	419.50
25 - 30	435.50	446.50	457.50	468.00	478.50
31 - 36	496.00	508.50	521.00	532.50	544.50
37 - 42	565.50	579.50	594.00	607.50	621.00
43 - 48	644.00	660.00	676.50	691.50	707.00
49 - 54	734.50	753.00	772.00	789.50	807.50
55 - 60	837.00	858.00	879.50	899.50	919.50
MAX 61+	953.50	977.50	1,002.00	1,024.50	1,047.50
	PENSION BAND		217		

CLEANER

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	199.50	204.50	209.50	214.00	219.00
07 - 12	225.00	230.50	236.50	242.00	247.50
13 - 18	254.00	260.50	267.00	273.00	279.00
19 - 24	286.50	293.50	301.00	308.00	315.00
25 - 30	324.00	332.00	340.50	348.00	356.00
31 - 36	365.50	374.50	384.00	392.50	401.50
37 - 42	412.50	423.00	433.50	443.50	453.50
43 - 48	465.50	477.00	489.00	500.00	511.50
49 - 54	525.50	538.50	552.00	564.50	577.00
55 - 60	593.00	608.00	623.00	637.00	651.50
MAX 61+	669.50	686.00	703.00	719.00	735.00
	PENSION BAND		207		

SENIOR BUILDING SERVICER

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	223.50	229.00	234.50	240.00	245.50
07 - 12	253.00	259.50	266.00	272.00	278.00
13 - 18	286.50	293.50	301.00	308.00	315.00
19 - 24	324.50	332.50	341.00	348.50	356.50
25 - 30	367.00	376.00	385.50	394.00	403.00
31 - 36	415.50	426.00	436.50	446.50	456.50
37 - 42	470.50	482.50	494.50	505.50	517.00
43 - 48	533.00	546.50	560.00	572.50	585.50
49 - 54	603.50	618.50	634.00	648.50	663.00
55 - 60	683.50	700.50	718.00	734.00	750.50
MAX 61+	773.50	793.00	813.00	831.50	850.00
	PENSION BAND		211		

BUILDING MASTER MECHANIC

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	275.50	282.50	289.50	296.00	302.50
07 - 12	317.00	325.00	333.00	340.50	348.00
13 - 18	365.50	374.50	384.00	392.50	401.50
19 - 24	421.50	432.00	443.00	453.00	463.00
25 - 30	485.50	497.50	510.00	521.50	533.00
31 - 36	559.50	573.50	588.00	601.00	614.50
37 - 42	645.00	661.00	677.50	692.50	708.00
43 - 48	743.00	761.50	780.50	798.00	816.00
49 - 54	856.50	878.00	900.00	920.50	941.00
55 - 60	987.00	1,011.50	1,037.00	1,060.50	1,084.50
MAX 61+	1,137.50	1,166.00	1,195.00	1,222.00	1,249.50
	PENSION BAND		224		

BUILDING TECHNICIAN

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	275.50	282.50	289.50	296.00	302.50
07 - 12	308.00	315.50	323.50	331.00	338.50
13 - 18	344.50	353.00	362.00	370.00	378.50
19 - 24	385.00	394.50	404.50	413.50	423.00
25 - 30	431.00	442.00	453.00	463.00	473.50
31 - 36	482.00	494.00	506.50	518.00	529.50
37 - 42	539.00	552.50	566.50	579.00	592.00
43 - 48	603.00	618.00	633.50	648.00	662.50
49 - 54	674.00	691.00	708.50	724.50	741.00
55 - 60	754.00	773.00	792.50	810.50	828.50
MAX 61+	843.00	864.00	885.50	905.50	926.00
	PENSION BAND		213		

BUILDING TECHNICIAN

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.00	277.00	284.00	290.50	297.00
07 - 12	302.00	309.50	317.00	324.00	331.50
13 - 18	338.00	346.50	355.00	363.00	371.00
19 - 24	378.50	388.00	397.50	406.50	415.50
25 - 30	423.50	434.00	445.00	455.00	465.00
31 - 36	474.00	486.00	498.00	509.00	520.50
37 - 42	530.50	544.00	557.50	570.00	583.00
43 - 48	593.50	608.50	623.50	637.50	652.00
49 - 54	664.50	681.00	698.00	713.50	729.50
55 - 60	744.00	762.50	781.50	799.00	817.00
MAX 61+	833.00	854.00	875.50	895.00	915.00
	PENSION BAND		213		

BUILDING TECHNICIAN

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	257.00	263.50	270.00	276.00	282.00
07 - 12	288.00	295.00	302.50	309.50	316.50
13 - 18	323.50	331.50	340.00	347.50	355.50
19 - 24	362.50	371.50	381.00	389.50	398.50
25 - 30	407.00	417.00	427.50	437.00	447.00
31 - 36	456.50	468.00	479.50	490.50	501.50
37 - 42	512.00	525.00	538.00	550.00	562.50
43 - 48	574.50	589.00	603.50	617.00	631.00
49 - 54	644.00	660.00	676.50	691.50	707.00
55 - 60	722.50	740.50	759.00	776.00	793.50
MAX 61+	810.50	831.00	852.00	871.00	890.50
	PENSION BAND		212		

WAGE SCHEDULES

HOUSE SERVICE ATTENDANT

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	222.50	228.00	233.50	239.00	244.50
07 - 12	247.00	253.00	259.50	265.50	271.50
13 - 18	274.00	281.00	288.00	294.50	301.00
19 - 24	304.00	311.50	319.50	326.50	334.00
25 - 30	337.00	345.50	354.00	362.00	370.00
31 - 36	374.50	384.00	393.50	402.50	411.50
37 - 42	415.00	425.50	436.00	446.00	456.00
43 - 48	461.00	472.50	484.50	495.50	506.50
49 - 54	511.50	524.50	537.50	549.50	562.00
55 - 60	567.50	581.50	596.00	609.50	623.00
MAX 61+	630.00	646.00	662.00	677.00	692.00
	PENSION BAND		206		

HOUSE SERVICE ATTENDANT

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	217.00	222.50	228.00	233.00	238.00
07 - 12	240.50	246.50	252.50	258.00	264.00
13 - 18	267.00	273.50	280.50	287.00	293.50
19 - 24	296.50	304.00	311.50	318.50	325.50
25 - 30	329.00	337.00	345.50	353.50	361.50
31 - 36	365.00	374.00	383.50	392.00	401.00
37 - 42	405.50	415.50	426.00	435.50	445.50
43 - 48	450.00	461.50	473.00	483.50	494.50
49 - 54	499.50	512.00	525.00	537.00	549.00
55 - 60	554.50	568.50	582.50	595.50	609.00
MAX 61+	615.00	630.50	646.50	661.00	676.00
	PENSION BAND		205		

BUILDING ATTENDANT

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	205.50	210.50	216.00	221.00	226.00
07 - 12	228.50	234.00	240.00	245.50	251.00
13 - 18	254.00	260.50	267.00	273.00	279.00
19 - 24	282.50	289.50	296.50	303.00	310.00
25 - 30	314.00	322.00	330.00	337.50	345.00
31 - 36	349.50	358.00	367.00	375.50	384.00
37 - 42	388.50	398.00	408.00	417.00	426.50
43 - 48	432.00	443.00	454.00	464.00	474.50
49 - 54	480.50	492.50	505.00	516.50	528.00
55 - 60	534.00	547.50	561.00	573.50	586.50
MAX 61+	593.50	608.50	623.50	637.50	652.00
	PENSION BAND		204		

BUILDING WORKER

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	272.00	279.00	286.00	292.50	299.00
07 - 12	304.00	311.50	319.50	326.50	334.00
13 - 18	340.00	348.50	357.00	365.00	373.00
19 - 24	381.00	390.50	400.50	409.50	418.50
25 - 30	426.50	437.00	448.00	458.00	468.50
31 - 36	477.00	489.00	501.00	512.50	524.00
37 - 42	534.00	547.50	561.00	573.50	586.50
43 - 48	597 00	612.00	627.50	641.50	656.00
49 - 54	668.00	684.50	701.50	717.50	733.50
55 - 60	747.50	766.00	785.00	802.50	820.50
MAX 61+	837.00	858.00	879.50	899.50	919.50
	PENSION BAND		213		

SERVICE OPERATOR

	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	265.00	271.50	278.50	285.00	291.50
07 - 12	298.50	306.00	313.50	320.50	327.50
13 - 18	336.00	344.50	353.00	361.00	369.00
19 - 24	378.00	387.50	397.00	406.00	415.00
25 - 30	425.50	436.00	447.00	457.00	467.50
31 - 36	479.00	491.00	503.50	515.00	526.50
37 - 42	538.50	552.00	566.00	578.50	591.50
MAX 43 - 48	606.50	621.50	637.00	651.50	666.00
	PENSION BAND		205		

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APPENDIX C

MEMORANDUM OF AGREEMENT REGARDING AMERITECH ADVANCED DATA SERVICES, INC.

SECTION I:

A. This Memorandum of Agreement is between the Communications Workers of America District 4 (referred to in this Memorandum as the "Union") and Ameritech Advanced Data Services of Illinois, Inc., Ameritech Advanced Data Services of Indiana, Inc., Ameritech Advanced Data Services of Michigan, Inc., Ameritech Advanced Data Services of Ohio, Inc., and Ameritech Advanced Data Services of Wisconsin, Inc., (collectively referred to in this Memorandum as the "Company"). The Company and the Union will be referred to collectively in this Memorandum as the "Parties."

B. It is hereby agreed that the provisions of the current Collective Bargaining Agreement between the parties (including Memorandums of Agreement) will be applicable for Union represented employees of the Company where jurisdictionally applicable, but only with respect to subjects not addressed in Section II of this Memorandum.

C. Where conflicts may exist or arise between provisions of this Memorandum and those of the current Collective Bargaining Agreement, this Memorandum will prevail.

SECTION II:

A. The Company hereby recognizes the Union as the exclusive bargaining agent with respect to wages, hours, benefits and other terms and conditions of employment for employees of the Company in the Bargaining Unit whose job titles and work functions are included in Exhibit I and whose work locations are included in Exhibit II.

B. It is further agreed with respect to the employees covered by this Memorandum as follows:

1. With respect to differentials, the following will replace Articles 19.15 and 19.16 of the current Collective Bargaining Agreement between the parties (including Memorandums of Agreement):

On-Call

Company employees with the necessary skills who volunteer on a daily or weekly basis for on-call may be required to remain in contact with the Company outside of scheduled hours by use of a pager or another type of notification device. On-call duty will be rotated among all qualified employees who volunteer in the work group. The Company shall determine the employees who are qualified for on-call assignment. If there are an insufficient number of volunteers, the Company may assign on-call duty on a daily or weekly basis to employees who have the required skills. In the event on-call assignments are made, such assignments shall be rotated among qualified employees in the work group.

When so assigned, the employee will carry the pager or notification device at all times. In addition to payment for any time worked, the employee will be paid a differential of Twenty Dollars ($20) for each day the employee is on-call.

2. With respect to an Employee Clothing Program, the Parties agree to the following with regard to the implementation of such a program:

a. Employees assigned to Local Field Operations and holding the title of Customer Services Specialist are required to participate in the program.

b. Employees participating in the program must be attired each day in:

- Company shirt (supplied at the Company's expense);
- Pants of the employee's choosing and supplied at the employee's expense that meet the program requirements; and,
- Other specified attire as required (for example, shoes, outerwear) provided at employee expense.

c. The Company will supply employees upon hire with six shirts at Company expense. If the employee desires additional shirts, they will be purchased at employee expense.

d. The Company will replace shirts at its discretion and expense.

3. With respect to the Vehicle Usage Policy ("VUP"), the Company and the Union agree as follows:

a. The Company and the Union agree to discuss any changes to the VUP. The Company maintains the right to designate the employees who will participate.

b. Vehicles assigned by the Company under the program will be used for travel to and between work locations and to places of residence or vehicle storage location.

c. Participating employees will begin and/or end their scheduled workday at any assigned location at their scheduled reporting and completing times.

d. The portion of travel time in excess of one half (1/2) hour before or after the work tour will be calculated as time worked. Travel should be by the most expeditious route.

e. Participating employees will not receive additional compensation for any time traveled during regularly scheduled hours during the workday.

f. Participating employees will be expected to provide normally secure and legal storage for their vehicle at their residence. If the vehicle cannot be properly stored at the employee's residence, the Company may, at its discretion, arrange for appropriate storage at its expense.

g. At no time without prior authorization shall non-employees ride in the vehicle. In addition, the vehicle shall not be used for other than commuting to and from work or Company authorized activities.

h. Vehicle operating and maintenance expenses will be the Company's responsibility, however, each participating employee will assure that his or her assigned vehicle is properly maintained and safeguarded per the Company's instructions and schedules.

i. Should the Company decide to adjust or discontinue the program in a designated area, participating employees will be given at least sixty (60) calendar days notice prior to discontinuance, unless a shortened interval is mutually agreeable by the Company and the Union.

j. Employees who are on temporary assignments or who are attending Company schools, and whose temporary assignment or schooling is greater than five (5) work days, may be temporarily removed from the VUP.

3. The Memorandum of Agreement regarding Guaranteed Personal Time Off shall not apply to Company bargained-for employees.

SECTION III:

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

TELECOMMUNICATIONS SPECIALIST
BROADBAND FUNCTION

General Duties

Duties may include but are not limited to the following:

1. Install and maintain all switched broadband products in assigned area. Products include Frame Relay, SMDS/CBDS and ATM.

2. Configure, install and maintain LAN hubs, routers, wiring concentrators, CSU/DSUs, and other switch room physically collocated hardware.

3. Maintain switching, power and transmission equipment used to provide high speed data services (for example, Lucent 9000, 500, & 550 equipment, Telco Systems 828 muxes, EdgeLink muxes, Fujitsu FLM 150, 600, 2400 and Lineage 200 UPS).

4. Complete all service installation of customer orders assigned.

5. Manage all operational aspects of the project plan (i.e. Engineering Work Plans) to ensure service and equipment installed exceeds customer expectations including timelines for facilities, switching, and transmissions.

6. Determine customer environmental requirements for installation of products and/or services.

7. Determine installation, power, and cable requirements for switch sites.

8. Work within the defined processes to ensure efficiency and quality work and services are rendered.

9. Positions SBC as the premier provider of choice.

10. Performs all other duties comparable to the above as assigned.

11. Follows established safety practices and procedures.

CUSTOMER SERVICES SPECIALIST
DSL FUNCTION

General Duties
Duties may include but are not limited to the following:

1. Install and maintain a variety of ADSL/broadband products in his/her assigned geographical area.
2. Work with cross-functional groups to meet customer and operational commitments, as well as modify existing and author new methods and procedures.
3. Manage his/her schedule to meet customer and operational commitments.
4. Advise his/her manager of adjustments in schedule.
5. Test DSL Line, with test equipment provided, to ensure physical integrity.
6. Demonstrate and communicate test results with customer.
7. Provide assistance to peers when required.
8. Work with the local TelCo to troubleshoot line problems.
9. Notifies the appropriate party of any discrepancies in the installation order.
10. Completes service installation orders as assigned.
11. Install additional premise hardware per customer's request.
12. Keep track of all activities for time recording purposes.
13. Status the appropriate party when orders are completed.
14. Mount customer premise equipment per specifications.
15. May provide assistance and technical expertise for the resolution of chronic maintenance/trouble conditions.
16. May Assist or handle high visibility customer installation and maintenance orders.
17. Positions SBC as the premier provider of choice.
18. Performs all other duties comparable to the above as assigned.
19. Follows established safety practices and procedure.

WORK LOCATIONS

Illinois:	Bloomington
Indiana:	Crawfordsville Evansville Indianapolis South Bend
Michigan:	Auburn Hills Dearborn Farmington Hills Grand Rapids Lansing Marquette Roseville Saginaw Southfield Wyoming
Ohio:	Akron Brecksville Columbus Gallipolis Grove City Huber Heights Lancaster Parma Perrysburg Twp. Steubenville
Wisconsin:	Appleton Eau Claire Madison Milwaukee

WAGE SCHEDULES

CUSTOMER SERVICES SPECIALIST - DSL
TELECOMMUNICATIONS SPECIALIST - BROADBAND

ZONE 1	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	309.50	317.00	325.00	332.50	340.00
07 - 12	352.50	361.50	370.50	379.00	387.50
13 - 18	401.00	411.00	421.50	431.00	440.50
19 - 24	456.50	468.00	479.50	490.50	501.50
25 - 30	519.00	532.00	545.50	558.00	570.50
31 - 36	591.00	606.00	621.00	635.00	649.50
37 - 42	672.50	689.50	706.50	722.50	739.00
43 - 48	765.50	784.50	804.00	822.00	840.50
49 - 54	871.50	893.50	916.00	936.50	957.50
55 - 60	991.50	1,016.50	1,042.00	1,065.50	1,089.50
MAX 61+	1,128.50	1,156.50	1,185.50	1,212.00	1,239.50
	PENSION BAND		223		

CUSTOMER SERVICES SPECIALIST - DSL
TELECOMMUNICATIONS SPECIALIST - BROADBAND

ZONE 3	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	308.00	315.50	323.50	331.00	338.50
07 - 12	349.50	358.00	367.00	375.50	384.00
13 - 18	397.00	407.00	417.00	426.50	436.00
19 - 24	450.50	462.00	473.50	484.00	495.00
25 - 30	511.00	524.00	537.00	549.00	561.50
31 - 36	580.00	594.50	609.50	623.00	637.00
37 - 42	658.50	675.00	692.00	707.50	723.50
43 - 48	747.00	765.50	784.50	802.00	820.00
49 - 54	847.50	868.50	890.00	910.00	930.50
55 - 60	962.50	986.50	1,011.00	1,033.50	1,057.00
MAX 61+	1,092.00	1,119.50	1,147.50	1,173.50	1,200.00
	PENSION BAND		222		

CUSTOMER SERVICES SPECIALIST - DSL
TELECOMMUNICATIONS SPECIALIST - BROADBAND

ZONE 4	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	290.00	297.50	305.00	312.00	319.00
07 - 12	331.00	339.50	348.00	356.00	364.00
13 - 18	377.00	386.50	396.00	405.00	414.00
19 - 24	430.00	441.00	452.00	462.00	472.50
25 - 30	490.00	502.50	515.00	526.50	538.50
31 - 36	558.50	572.50	587.00	600.00	613.50
37 - 42	636.50	652.50	669.00	684.00	699.50
43 - 48	725.50	743.50	762.00	779.00	796.50
49 - 54	827.00	847.50	868.50	888.00	908.00
55 - 60	942.50	966.00	990.00	1,012.50	1,035.50
MAX 61+	1,074.50	1,101.50	1,129.00	1,154.50	1,180.50
	PENSION BAND		221		

CUSTOMER SERVICES SPECIALIST - DSL
TELECOMMUNICATIONS SPECIALIST - BROADBAND

ZONE 5	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	289.00	296.00	303.50	310.50	317.50
07 - 12	329.50	337.50	346.00	354.00	362.00
13 - 18	376.00	385.50	395.00	404.00	413.00
19 - 24	428.50	439.00	450.00	460.00	470.50
25 - 30	488.00	500.00	512.50	524.00	536.00
31 - 36	556.50	570.50	585.00	598.00	611.50
37 - 42	634.50	650.50	667.00	682.00	697.50
43 - 48	723.00	741.00	759.50	776.50	794.00
49 - 54	824.50	845.00	866.00	885.50	905.50
55 - 60	940.00	963.50	987.50	1,009.50	1,032.00
MAX 61+	1,071.50	1,098.50	1,126.00	1,151.50	1,177.50
	PENSION BAND		221		

CUSTOMER SERVICES SPECIALIST - DSL
TELECOMMUNICATIONS SPECIALIST - BROADBAND

ZONE 6	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	281.00	288.00	295.00	301.50	308.50
07 - 12	323.50	331.50	340.00	347.50	355.50
13 - 18	372.00	381.50	391.00	400.00	409.00
19 - 24	428.00	438.50	449.50	459.50	470.00
25 - 30	492.00	504.50	517.00	528.50	540.50
31 - 36	566.50	580.50	595.00	608.50	622.00
37 - 42	652.00	668.50	685.00	700.50	716.50
43 - 48	749.50	768.00	787.00	804.50	822.50
49 - 54	863.00	884.50	906.50	927.00	948.00
55 - 60	992.50	1,017.50	1,043.00	1,066.50	1,090.50
MAX 61+	1,142.00	1,170.50	1,200.00	1,227.00	1,254.50
	PENSION BAND		224		

CUSTOMER SERVICES SPECIALIST - DSL
TELECOMMUNICATIONS SPECIALIST - BROADBAND

ZONE 7	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	276.00	283.00	290.00	296.50	303.00
07 - 12	317.50	325.50	333.50	341.00	348.50
13 - 18	365.50	374.50	384.00	392.50	401.50
19 - 24	421.00	431.50	442.50	452.50	462.50
25 - 30	484.50	496.50	509.00	520.50	532.00
31 - 36	557.50	571.50	586.00	599.00	612.50
37 - 42	641.50	657.50	674.00	689.00	704.50
43 - 48	738.50	757.00	776.00	793.50	811.50
49 - 54	850.00	871.50	893.50	913.50	934.00
55 - 60	978.50	1,003.00	1,028.00	1,051.00	1,074.50
MAX 61+	1,126.50	1,154.50	1,183.50	1,210.00	1,237.00
	PENSION BAND		223		

CUSTOMER SERVICES SPECIALIST - DSL
TELECOMMUNICATIONS SPECIALIST - BROADBAND

ZONE 8	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	275.50	282.50	289.50	296.00	302.50
07 - 12	317.00	325.00	333.00	340.50	348.00
13 - 18	365.50	374.50	384.00	392.50	401.50
19 - 24	421.50	432.00	443.00	453.00	463.00
25 - 30	485.50	497.50	510.00	521.50	533.00
31 - 36	559.50	573.50	588.00	601.00	614.50
37 - 42	645.00	661.00	677.50	692.50	708.00
43 - 48	743.00	761.50	780.50	798.00	816.00
49 - 54	856.50	878.00	900.00	920.50	941.00
55 - 60	987.00	1,011.50	1,037.00	1,060.50	1,084.50
MAX 61+	1,137.50	1,166.00	1,195.00	1,222.00	1,249.50
	PENSION BAND		224		

WAGE SCHEDULES

CUSTOMER SERVICES SPECIALIST - DSL
TELECOMMUNICATIONS SPECIALIST - BROADBAND

ZONE 9	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	270.00	277.00	284.00	290.50	297.00
07 - 12	311.00	319.00	327.00	334.50	342.00
13 - 18	359.00	368.00	377.00	385.50	394.00
19 - 24	414.50	425.00	435.50	445.50	455.50
25 - 30	478.50	490.50	503.00	514.50	526.00
31 - 36	552.00	566.00	580.00	593.00	606.50
37 - 42	637.00	653.00	669.50	684.50	700.00
43 - 48	735.00	753.50	772.50	790.00	808.00
49 - 54	848.00	869.00	890.50	910.50	931.00
55 - 60	978.50	1,003.00	1,028.00	1,051.00	1,074.50
MAX 61+	1,129.00	1,157.00	1,186.00	1,212.50	1,240.00
	PENSION BAND		223		

CUSTOMER SERVICES SPECIALIST - DSL
TELECOMMUNICATIONS SPECIALIST - BROADBAND

ZONE 10	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	257.00	263.50	270.00	276.00	282.00
07 - 12	298.00	305.50	313.00	320.00	327.00
13 - 18	345.50	354.00	363.00	371.00	379.50
19 - 24	400.50	410.50	421.00	430.50	440.00
25 - 30	464.00	475.50	487.50	498.50	509.50
31 - 36	537.50	551.00	565.00	577.50	590.50
37 - 42	623.00	638.50	654.50	669.00	684.00
43 - 48	722.00	740.00	758.50	775.50	793.00
49 - 54	837.00	858.00	879.50	899.50	919.50
55 - 60	970.00	994.50	1,019.50	1,042.50	1,066.00
MAX 61+	1,124.50	1,152.50	1,181.50	1,208.00	1,235.00
	PENSION BAND		223		

CUSTOMER SERVICES SPECIALIST - DSL
TELECOMMUNICATIONS SPECIALIST - BROADBAND

ZONE 11	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	245.50	251.50	258.00	264.00	270.00
07 - 12	285.00	292.00	299.50	306.00	313.00
13 - 18	331.00	339.50	348.00	356.00	364.00
19 - 24	384.00	393.50	403.50	412.50	422.00
25 - 30	446.50	457.50	469.00	479.50	490.50
31 - 36	518.00	531.00	544.50	557.00	569.50
37 - 42	602.00	617.00	632.50	646.50	661.00
43 - 48	699.00	716.50	734.50	751.00	768.00
49 - 54	812.00	832.50	853.50	872.50	892.00
55 - 60	943.00	966.50	990.50	1,013.00	1,036.00
MAX 61+	1,095.00	1,122.50	1,150.50	1,176.50	1,203.00
	PENSION BAND		222		

CUSTOMER SERVICES SPECIALIST - DSL
TELECOMMUNICATIONS SPECIALIST - BROADBAND

ZONE 12	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	282.00	289.00	296.00	302.50	309.50
07 - 12	323.50	331.50	340.00	347.50	355.50
13 - 18	370.50	380.00	389.50	398.50	407.50
19 - 24	424.50	435.00	446.00	456.00	466.50
25 - 30	486.00	498.00	510.50	522.00	533.50
31 - 36	556.50	570.50	585.00	598.00	611.50
37 - 42	637.50	653.50	670.00	685.00	700.50
43 - 48	730.50	749.00	767.50	785.00	802.50
49 - 54	837.00	858.00	879.50	899.50	919.50
55 - 60	959.00	983.00	1,007.50	1,030.00	1,053.00
MAX 61+	1,098.50	1,126.00	1,154.00	1,180.00	1,206.50
	PENSION BAND		222		

CUSTOMER SERVICES SPECIALIST - DSL
TELECOMMUNICATIONS SPECIALIST - BROADBAND

ZONE 13	EFFECTIVE 4/04/2004	EFFECTIVE 4/03/2005	EFFECTIVE 4/02/2006	EFFECTIVE 4/01/2007	EFFECTIVE 4/06/2008
START 0-6	282.00	289.00	296.00	302.50	309.50
07 - 12	322.50	330.50	339.00	346.50	354.50
13 - 18	368.00	377.00	386.50	395.00	404.00
19 - 24	421.00	431.50	442.50	452.50	462.50
25 - 30	481.00	493.00	505.50	517.00	528.50
31 - 36	550.00	564.00	578.00	591.00	604.50
37 - 42	628.00	643.50	659.50	674.50	689.50
43 - 48	717.50	735.50	754.00	771.00	788.50
49 - 54	820.00	840.50	861.50	881.00	901.00
55 - 60	937.50	961.00	985.00	1,007.00	1,029.50
MAX 61+	1,071.00	1,098.00	1,125.50	1,151.00	1,177.00
	PENSION BAND		221		

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APPENDIX D

MEMORANDUM OF AGREEMENT

SUMMARY PLAN DESCRIPTION REVIEW

The Company and the Union agree that provisions of the following Benefit Plans will continue to be represented in Summary Plan Descriptions (SPDs):

The Ameritech Comprehensive Health Care Plan
Ameritech Sickness & Accident Disability Benefit Plan &
Anticipated Disability Program
The SBC Long Term Disability Plan
The Ameritech Vision Care Plan
The Ameritech Dental Expense Plan
The SBC Flexible Spending Account Plan
The SBC Group Life Plans
The SBC Savings & Security Plan
The Ameritech Pension Plan

The Parties further agree with respect to Plan amendments as provided for in Appendix D, the SPD for each Plan so amended may be revised following ratification of the Agreement to appropriately reflect all such amendments. If so revised, the final draft copy of the revised SPD or other proposed means of communicating the change to employees represented by the Union will be provided to the Union, sufficiently in advance of it's publication, to allow for their review, input and recommended changes and to assure it appropriately reflects the provisions of the plan.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT

CONCERNING
THE SBC SAVINGS AND SECURITY PLAN
FOR NON-SALARIED EMPLOYEES

In a previous Memorandum of Agreement, the Parties agreed to amend the Ameritech Savings and Security Plan for non-salaried employees. Effective upon the conversion to eLink payroll system, the Ameritech Savings and Security Plan was merged into the SBC Savings and Security Plan. Employee accounts will be transferred from the Ameritech Savings and Security Plan to the SBC Savings and Security Plan and employees are eligible to participate in and contribute to that plan.

Valuation

- Calculated on a daily basis. Accounts are credited approximately each Friday following the week of the employee's paydraft.

Enrollment

- Employees may enroll at any time. Enrollment is effective with the next beginning pay period.

Employee Contributions

- Total maximum employee contribution (Basic and Supplementary) is 16% of pay, rounded down to a multiple of $5.00.
- Autoconversion election is provided for contributions that exceed IRS annual limit.
- *Supplementary Contributions are:*
  - made even if no Basic contribution has been made.
  - made on a deferred-tax (before tax) basis or after-tax or combination of both and not dependent upon the basic contribution.
- Maximum supplementary deferred-tax contribution is the amount that, when added to the before-tax basic contribution, does not exceed 16% of weekly base pay.

Vesting

- All employees on payroll as of the plan merger will continue to automatically become 100% vested.
- Implement 5-year cliff.
- Employees hired after the date of the plan merger will continue to be subject to the 5-year cliff vesting requirement.
- Any non-vested employee rehired within five years of the plan conversion will continue to be vested upon rehire.

Allotment Changes

- Allotment amounts and/or type can be changed each pay period.

Funds

- Employees may elect to contribute to the following funds:

SBC Shares Fund	Large Cap Stock Fund
Asset Allocation Fund	Interest Income Fund
Mid/Small Cap Stock Fund	Global Equity Fund
Bond Fund	International Stock Fund

- Diversified Telephone Portfolio was eliminated as follows:
- Provided at least a two to three month period where employees could either fund transfer out of the Diversified Telephone Portfolio or take an in-kind distribution.
- Once election period expired, defaulted to the SBC Shares Fund.

Effective Date was prior to plan merger – either 10/01/01 or six months following the agreement of all participating companies, whichever was later.

Funds in the then current Ameritech Savings and Security Plan were mapped to the SBC Savings and Security Plan as follows:

SBC Shares Fund to SBC Shares Fund
Equities Market Plus to Large Cap Stock Fund
Balanced Fund to Asset Allocation Fund
Fixed Income Fund to Interest Income Fund
Diversified Telephone Portfolio to SBC Shares Fund.

Investment Direction

- Employees may continue to make investment direction changes (to affect future contributions) each pay period.
- Investment direction changes may continue to be made in 1% increments that total 100%.

Company Match

- The Company Match will continue to be 80% of Basic contribution.

Incoming Rollovers

- Active employees may continue to rollover funds from qualified defined contribution plans, conduit IRAs and qualified defined benefit plans.

Fund Transfers

- Employees may continue to make fund transfers of past account balances four times per quarter, in 1% increments that total up to 100%.

Loans

- Employees may elect a loan with a $500 minimum.
- $25 loan fee is deducted from the loan check.
- Employees were previously allowed one loan at a time.
- Employees on Leaves of Absence are eligible for loans.
- General loan terms are one through five years, in yearly increments.
- Principal Residence loans are one through ten years, in yearly increments.
- Interest rate is prime plus 1%.
- Existing loans in effect as of merger will continue to be honored under the terms of the Ameritech Savings and Security Plan.
- Partial and total loan repayments of not less than $500 can be made at any time after the loan effective date.
- Loan is defaulted when employee fails to make loan repayments that would equal amount of loan payments due in a two-month period.
- Previously if loan defaulted, employee would not be allowed to take another loan until 12 months from the date of the loan default. If the employee incurs a second default, the employee would not have been allowed to take another loan. Both accrued interest and outstanding defaulted loan balance would have been factored into the calculation determining the maximum loan amount available. Defaulted status could have been removed at any time if the employee repaid the outstanding loan balance for one of the loans with a cashiers check.

Withdrawals

- Unlimited frequency for withdrawals.
- Minimum withdrawal amount is $100 increments in increments of $1.00.
- Pre-tax contribution earnings are available to active employees who are age 59 ½ or older or disabled or incur a hardship.
- 12 month suspension applies to a Hardship Withdrawal.

Distributions

- Former employees can have the following distribution options:
  - Lump sum
  - Installments, not less than 2 and not greater than life expectancy
  - Partial distributions up to 4 times per year
  - Deferral to age 70 ½

Annuities

- Eliminate annuities in Ameritech Savings and Security Plan.

Cash Payments

- Cash payments for loans, withdrawals and distributions are issued two days after the transaction is confirmed.

Laid Off Employees

- Employees who are laid off are eligible to:
  - Make fund transfers
  - Request any distribution option available
  - Vesting upon layoff

Beneficiaries

- SBC rules for Employee Beneficiary Designation default as follows:
  - Spouse
  - Child
  - *Parents*
  - Siblings
  - Estate
- Proceeds are paid in a single lump sum.

Diversification

- *Quarterly election of either Diversified Fund Transfer or Diversification Withdrawal.*

NOTE: Only one Diversification Withdrawal per year.

Participant Fees

- There is an annual recordkeeping fee of $32.00 per participant.

Record-keeping

- The Plan Year is recorded with contributions relevant to the employee's pay day.
- Company match account balances and SBC Shares Fund account balances are shown as two individual entries on the employee's quarterly statement.

Dividend Option

- Annual dividend payments from the SBC Shares Fund are available either in cash or as a reinvested option. Cash payouts are made in November. The reinvested option occurs in December.

Effective January 1, 2005

Amend the SBC Savings and Security Plan to provide a maximum Basic Allotment of $55.00 per week for weekly rates of pay of $1,000 to $1,099, a maximum Basic Allotment of $60.00 per week for weekly rates of pay of $1,100 to $1,199 and a maximum Basic Allotment of $65.00 per week for weekly rates of pay of $1,200 and above.

Appendix D
D2

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT

CONCERNING
THE AMERITECH PENSION PLAN

The Parties agree that the provisions of the Ameritech Pension Plan will be amended to increase pension bands for all employees, as follows:

- 3% effective January 1, 2005
- 2.5% effective January 1, 2006
- 2.5% effective January 1, 2007
- 2.25% effective January 1, 2008
- 2.25% effective January 1, 2009

The Attachment to this Memorandum reflect these percent increases.

- Effective April 1, 2001, an employee who is entitled to a service pension may elect a lump sum payment sixty (60) days after the latter of either the date of termination or the date of receipt of the election package.

- Effective April 1, 2001, the Ameritech Pension Plan was amended to allow an employee who is on a disability at the time of his/her retirement or other termination of employment to elect either 1) a lump sum or annuity on their regular accrued pension benefit (discounted, if applicable); or 2) an annuity on the disability pension.

- Effective April 1, 2001, the Ameritech Pension Plan was amended to allow an employee who is on a leave of absence at the time of his/her retirement or other termination of employment to elect a lump sum distribution or an annuity.

- Effective April 01, 2001, any service, regardless of length, obtained prior to a break in service became included in a service calculation.

- Effective January 01, 2002, the Ameritech Pension Plan was amended to provide a joint and survivor annuity of 100% of pension in conjunction with a 20% reduction in the employee's pension, applicable to retirements that begin on or after January 01, 2002. This annuity was made payable to spouses only and was made subject to the application of the provisions of the Plan governing joint and survivor annuities.

Effective January 1, 2005

Election Period

The 60-day election period under the Ameritech Pension Plan, with respect to elective lump sum distribution of either (i) a service pension, or (ii) a deferred vested pension shall be eliminated and may be made at any time until the later of:

- the Employee reaches Normal Retirement Age (generally age 65), or
- the Employee would have reached Normal Retirement Age.

No elective lump sum will be distributed until the SBC Pension and Savings Plan Service Center receives properly completed election forms, and if no such election forms are received, an annuity form of payment will automatically begin at age 65.

The monthly pension determined as of the employee's date of termination will be converted to a lump sum based on the employee's age, the Plan's GATT Interest Rate and the Plan's GATT Mortality Table, applicable at the time of payment.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the parties.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

Pension Band	January 1, 2005 Pension Band Amount Increase 3.00%	January 1, 2006 Pension Band Amount Increase 2.50%	January 1, 2007 Pension Band Amount Increase 2.50%	January 1, 2008 Pension Band Amount* Increase 2.25%	January 1, 2009 Pension Band Amount** Increase 2.25%
200A	$24.14	$24.74	$25.36	$25.93	$26.51
200B	$25.80	$26.45	$27.11	$27.72	$28.34
200C	$27.46	$28.15	$28.85	$29.50	$30.16
201	$29.14	$29.87	$30.62	$31.31	$32.01
202	$30.79	$31.56	$32.35	$33.08	$33.82
203	$32.45	$33.26	$34.09	$34.86	$35.64
204	$34.13	$34.98	$35.85	$36.66	$37.48
205	$35.79	$36.68	$37.60	$38.45	$39.32
206	$37.46	$38.40	$39.36	$40.25	$41.16
207	$39.13	$40.11	$41.11	$42.03	$42.98
208	$40.79	$41.81	$42.86	$43.82	$44.81
209	$42.45	$43.51	$44.60	$45.60	$46.63
210	$44.09	$45.19	$46.32	$47.36	$48.43
211	$45.78	$46.92	$48.09	$49.17	$50.28
212	$47.44	$48.63	$49.85	$50.97	$52.12
213	$49.11	$50.34	$51.60	$52.76	$53.95
214	$50.78	$52.05	$53.35	$54.55	$55.78
215	$52.44	$53.75	$55.09	$56.33	$57.60
216	$53.99	$55.34	$56.72	$58.00	$59.31
217	$55.54	$56.93	$58.35	$59.66	$61.00
218	$57.09	$58.52	$59.98	$61.33	$62.71
219	$58.63	$60.10	$61.60	$62.99	$64.41
220	$60.16	$61.66	$63.20	$64.62	$66.07
221	$61.69	$63.23	$64.81	$66.27	$67.76
222	$63.18	$64.76	$66.38	$67.87	$69.40
223	$64.70	$66.32	$67.98	$69.51	$71.07
224	$66.20	$67.86	$69.56	$71.13	$72.73
225	$67.69	$69.38	$71.11	$72.71	$74.35
226	$69.34	$71.07	$72.85	$74.49	$76.17
227	$70.96	$72.73	$74.55	$76.23	$77.95
228	$72.60	$74.42	$76.28	$78.00	$79.76
229	$74.21	$76.07	$77.97	$79.72	$81.51
230	$75.86	$77.76	$79.70	$81.49	$83.32
231	$77.49	$79.43	$81.42	$83.25	$85.12
232	$79.11	$81.09	$83.12	$84.99	$86.90
233	$80.75	$82.77	$84.84	$86.75	$88.70

*subject to adjustment based on the COLA adjustment, if any, applied to wages (April 1, 2007)
**subject to adjustment based on the COLA adjustment, if any, applied to wages (April 6, 2008)

MEMORANDUM OF AGREEMENT

OTHER BENEFITS / WELFARE RELATED ITEMS

The Company proposes no additional changes in the other benefits and/or welfare related items currently being provided, except as are noted in other current Company proposals concerning employee benefits.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT

REGARDING

DEFINED DOLLAR BENEFIT (DDB) CAP

Effective January 1, 2005

Employees who retire during the term of 2004 Collective Bargaining Agreement will not be required to make contributions toward premium cost of providing their plan coverage through December 31, 2009.

The Defined Dollar Benefit Cap replaces the RMAP Credits and is established at $9000/annually for all eligible retirees or Class I dependent(s).

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT

AMERITECH COMPREHENSIVE HEALTH CARE PLAN

This Memorandum of Agreement confirms the understanding reached between the Company and the Union during the 2004 Collective Bargaining Agreement documenting the Access Standards and other miscellaneous issues related to the Comprehensive Health Care Plan.

The Access Standards to determine mandatory network zip codes are access to two (2) family physicians and/or internists, two (2) pediatricians and two (2) obstetricians/gynecologists within a five (5) mile radius of their home.

No additional networks other than those prescribed elsewhere in this agreement will be implemented without notification to the union.

Employee and Company payments will be based on the same bill, which will reflect eligible charges as determined by the Plan administrator's contracts.

The prohibition of balance billing for amounts over usual and customary in PPO/Non-PPO areas will not be affected by the introduction of the Health Care Network.

Employees will not be balanced billed as long as these contracts between local Blue Cross plans and physicians remain in effect.

United Healthcare will reimburse non-network professional services at 75% of Reasonable and Customary (R&C) fees.

Income limit for Class II dependents is $12,000.00

Regular and Regular Limited Term employees shall be eligible for Company paid coverage on the first day of the month in which they attain three (3) months of service. This will remain in effect through December 31, 2004.

The Company will enhance the mammography benefit to cover 100% of the charges for PPO/non-PPO regardless of diagnosis. Age frequency limits will not change. The HCN in and out-of-Network benefit remains unchanged.

The Company will provide employees and their eligible dependents a hearing aid benefit of up to $1,000 every 36 months as follows:

Healthcare Network In-Network	100% after co-pay
Healthcare Network Out-Of-Network	75% of R&C, subject to deductible
PPO	100% of R&C, subject to deductible
non-PPO	90% of R&C, subject to deductible

Future retirees will have a deductible for Health Care Network out-of-network services of $300 per person and $600 per family.

The Company agrees to allow Health Care Network (HCN) service area participation on a voluntary basis in the states of Illinois, Indiana, Michigan, Ohio and Wisconsin.

The Company agrees to maintain the Blue Cross/Blue Shield of Illinois PPO/non-PPO alternative option within the Comprehensive Health Care Plan through the term of the 2004 Collective Bargaining Agreement between the Parties.

The Company, at its discretion, will offer local alternative managed care products in addition to the HMOs.

The Company will eliminate the two-tier rate structure and replace it with a three-tier rate structure for active employees.

The Company will amend the Medical Plan to provide for the extension of medical benefits for those Class I Dependant survivors of active employees who die on or after January 01, 2002. The continuation of the company-subsidized medical benefits for these survivors will be extended to twelve (12) months.

Members of the Joint Benefit Forum will serve, as may be required, to assist during network implementation. After training on plan features, these individuals will be utilized as required to participate in joint union/management training of employees on plan features, participate in identifying and recommending resolutions to network problems and perform other network related responsibilities as appropriate.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT

BENEFITS

The Company and the Union (the "Parties") recognize that employees covered by this Collective Bargaining Agreement enjoy quality benefits as a result of negotiations between the Parties, and that employees are concerned about maintaining the quality of those benefits. Accordingly, the Company agrees to notify the Union of any intended changes to the terms of the Benefit Plans set forth in Article 16.01 of this Collective Bargaining Agreement as they apply to employees represented by the Union and to review such changes with the Union for informational purposes at the Union's request. In the event that an intended change would result in reduced or diminished benefits for the employees represented by the Union, the Company additionally agrees to obtain the Union's consent to the intended change.

The Company and the Union further agree that the benefit plan document for each benefit plan referred to in Article 16.01 has been provided to the Union, as well as the Summary Plan Descriptions for each such plan.

Any claim that a change has resulted in reduced or diminished benefits or privileges for the employees represented by the Union without the agreement of the Union shall be resolved in accordance with the provisions of Article 16 of this Collective Bargaining Agreement.

This Memorandum of Agreement shall remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT

BENEFIT INVESTIGATION COMMITTEE (BIC)

The Company and the Union mutually agree to maintain a regional committee known as the Benefit Investigation Committee (BIC). The BIC will meet to investigate specific cases of employees represented by the Union to insure that treatment is in accordance with Benefit plans.

The BIC will consist of the following:

- Co-Chairs; one (1) CWA International Representative and one (1) SBC Midwest Labor Relations Representative.
- One (1) additional Union appointed representative and One (1) additional Labor Relations representative.
- Two (2) SBC Benefit Department Representatives.
- And additional representatives as mutually agreed.

The BIC will meet monthly in Chicago to investigate specific cases referred by CWA Locals to the CWA International Benefit Representative. The BIC will have no authority to change the Benefit Plans or grant or deny Benefits but may make recommendations concerning the Benefit delivery process.

This Memorandum of Agreement will remain in effect until the expiration of the 2004 Collective Bargaining Agreement.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT

CONCERNING

SBC FLEXIBLE SPENDING ACCOUNTS

This Memorandum of Agreement covers the agreement reached between the Company and the Union regarding Flexible Spending Accounts. The Parties agree that affected employees will move to the SBC Flexible Account Spending Plan to be effective January 01, 2002.

Eligibility

- New regular full-time, part-time, and regular limited term employees will be eligible to enroll in this program within 31 days of their hire date. Other regular full-time, part-time and regular limited term employees may enroll during annual open enrollment or within 31 days of a qualifying event. Participation begins on the 1st of the month following enrollment.

Contributions

- The Medical Care Reimbursement Account will require an employee to contribute a minimum of $100 annually. An employee may contribute up to $5,000 annually.
- The Dependent Care Reimbursement Account will require a minimum annual contribution by the employee of $100. An employee may contribute a maximum of $5,000 annually.
- The Premium Payment Program will be renamed the Pre-Tax Premium Option.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT

CONCERNING

SBC ADOPTION REIMBURSEMENT PROGRAM

This Memorandum of Agreement replaces the Ameritech Adoption Assistance Plan with the SBC Adoption Reimbursement Program effective April 1, 2001.

Eligibility

- All regular full-time employees beginning with the first day of the month in which they attain six (6) months of service.

Covered/Non-Covered Expenses

- Increase maximum reimbursement to $5,000 per adoption – no lifetime maximum.
- Coverage for passenger airfare for adopted child only.
- Payment of naturalization and immigration expenses associated with the adoption.
- Add coverage for adoption of stepchildren.
- No coverage for medical expenses of the natural mother.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT

CONCERNING

CARE PLUS

This Memorandum of Agreement confirms the understanding reached between the Company and the Union during the 2004 Collective Bargaining Agreement documenting the implementation of an Optional Supplemental Medical Plan to provide financial protection against the high cost of certain specific and costly forms of medical treatment not covered by the Company's Medical Plan.

The list of covered procedures will be reviewed annually, updated if necessary, and provided to the Joint Benefits Forum (JBF).

Beginning with Annual Enrollment 2005 for coverage effective January 1, 2005, amend the SBC CarePlus – A Supplemental Medical Plan (CarePlus) to allow for an annual opportunity to enroll in the plan.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT

CONCERNING

SBC GROUP LONG-TERM CARE INSURANCE PLAN

A previous Memorandum of Agreement terminated the existing Ameritech Long-Term Care Plan and consolidated eligibility for the long-term care benefit under the SBC Group Long-Term Care (LTC) Insurance Plan effective no later than third quarter, 2001.

Existing Insureds Options:

- Remain in the existing Ameritech LTC Plan pending completion of a conversion policy with John Hancock to the SBC LTC Plan.
- Convert existing coverage under the Ameritech LTC Plan into the SBC LTC Plan and receive a premium credit.
- Retain current coverage under the Ameritech LTC Plan and elect to participate in the SBC LTC Plan.

Eligibility

- All regular and regular limited term employees with 6 months of net credited service.

Coverage

- Coverage will continue to exclude grandparents.

Plan Features

- Three (3) options will continue to be offered for daily maximum benefit levels.
- Informal care was added and covered at 25% of the nursing home daily maximum benefit.
- Lifetime maximum benefits increased to 3 options, ranging from $165,000 to $360,000.
- Every three years employees will continue to be offered the opportunity to increase their daily maximum benefits based on the changes in the CPI during the period.
- Ninety (90) calendar day qualification period.
- Ten (10) day bed reservation benefit.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement.
AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT

AMERITECH DENTAL EXPENSE PLAN

This Memorandum of Agreement covers the agreement reached between the Company and the Union regarding the following Dental Expense Plan.

Annual Maximum	$1,300
Orthodontia Lifetime Maximum	$1,600
Night Guard Coverage	50% of Reasonable and Customary

Increase schedule of allowances under Type B Services by an average of 5%.

The Company will continue to provide employees access to Dental PPO network providers.

Type A services will continue to be paid for by the Company at 100% of the provider contract rate. Type B services will continue to be paid for by the Company up to the scheduled amount. Employees will continue to be responsible for payment of the difference between the schedule benefits and the provider contract rate.

The Company eliminated the two-tier rate structure and replaced it with a three-tier rate structure for active employees.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT

AMERITECH VISION CARE PLAN

This Memorandum of Agreement covers the agreement reached between the Company and the Union regarding the following Ameritech Vision Care Plan amendments to be effective January 1, 2005:

- Adjust monthly premiums for Vision One to $5.56 for Individual, $10.00 for Individual Plus One, and $15.56 for Individual Plus Two or More coverage.
- Reduce the current Vision Plus option enrollment obligation of two consecutive years to one year.
- The reduced claim filing deadline of ninety (90) days after the end of the Plan year will remain in force.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT

LEAVES OF ABSENCE

This Memorandum covers an agreement reached between the Company and the Union regarding the provisions of leaves of absence.

The Company proposes to retain the current Ameritech Leave of Absence Policies. The Discretionary Transitional Leave of Absence (TLA) was added effective April 01, 2001.

The provisions of the Transitional Leave of Absence include:

- The employee must be part of a surplus work group and within twenty-four (24) months of service pension eligibility under the Ameritech Pension Plan as of the Force Disposition Date for the surplus group.
- Company paid coverage for six (6) months for medical, dental, vision, and Care Plus, subject to applicable contributions.
- Basic Life Insurance and AD&D Insurance continue for the duration of the leave.
- Supplemental and Dependent Life Insurance and Long Term Care may be continued at employee expense.
- The Leave will provide for a payment of One Hundred Dollars ($100) a week for the duration of the Leave.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT

SERVICE RECOGNITION AND BRIDGING

This Memorandum of Agreement covers the agreement reached between the Company and the Union regarding the following service recognition and bridging amendments which were effective April 1, 2001.

The Ameritech Pension Plan (APP) for Non-Salaried Employees was amended to provide for service bridging for employees attaining service at SBC, PTG, SNET and/or their predecessors that are recognized under the SBC Plan, the Pacific Telesis Group Pension Plan, the SNET Pension Plan or a predecessor plan subject to the application of the provisions governing recognition of service.

The Plans, noted above, were amended to recognize Ameritech service credit.

Total SBC Control Group service can be recognized for purposes of eligibility for all benefit plans (i.e., pension, savings, medical, dental, vision, etc.)

Service vesting will continue to be recognized from one pension plan to another.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT

CONCERNING THE AMERITECH LIFE INSURANCE PROGRAM

REGARDING LIFE INSURANCE

The Company and the Union agree that the following SBC Group Life Plan provisions and monthly premiums for Supplementary Life Insurance, Dependent Life Insurance, and AD&D Insurance may be annually adjusted effective January 1, 2005.

BASIC GROUP LIFE INSURANCE

- **Coverage**
  - 1x annual basic pay rounded to the next higher $1,000.
  - There is no reduction schedule for an active employee who turns 65.
  - Accelerated Death Benefit provided if life expectancy is twelve (12) months or less. Can request a minimum of 25% combined Basic and Supplementary or a maximum of 75% combined Basic and Supplementary benefit.
- **Laid Off Employees**
  - Coverage continues for up to 6 months at company expense.
- **Retired Employees**
  - Coverage continues at Company expense, subject to the benefit reduction schedule.

Age	66	90%
	67	80%
	68	70%
	69	60%
	70	50% but not less than $1,500

- **Benefit Limit**
  - Maximum combined basic and supplementary benefit amount is $3.5 million.

SUPPLEMENTARY LIFE INSURANCE

- **Coverage**
  - Employees may elect 1, 2, 3, 4, 5 or 6 times basic coverage.
  - Accelerated Death Benefit provided if life expectancy is twelve (12) months or less. Can request a minimum of 25% combined Basic and Supplementary or a maximum of 75% combined Basic and Supplementary benefit.
- **Evidence of Insurability**
  - New hires may elect up to 3 times supplementary coverage without evidence of insurability if enrollment is completed within 31 days of hire date or receipt of enrollment materials, whichever is later.
  - Employees may increase supplementary coverage up to 1 times basic amount without evidence of insurability if completed within 31 days of a life event.

- **Portability/Conversion**

  - Employees for whom coverage ends due to termination, retirement or total disability will continue to be allowed some or all of the supplementary coverage by utilizing the MetLife portability rates. The rates are not guaranteed and may change based on MetLife's entire block of portable lives. In addition to the cost of insurance, there is an administrative fee of $1.00 per month.

- **Laid Off Employees**

  - Coverage for laid off employees continues for up to 6 months, at employee expense, for employees under age 65.

- **Retired Employees**

  - Coverage continues to age 65, at employee expense.

DEPENDENT GROUP LIFE INSURANCE

- **Coverage**

  - Coverage for spouse and Registered Domestic Partner options range from $5,000 to $50,000.

  - Coverage for dependent child options range from $1,500 to $10,000 per child.

- **Evidence of Insurability**

  - Evidence of insurability is required if enrollment is after the initial enrollment period or more than 31 days after acquiring an eligible dependent. Coverage is effective the first day of the month after the insurance administrator approves the evidence of insurability.

AD&D LIFE INSURANCE

- **Coverage**

  - Additional $10,000 coverage if loss occurs when an automobile seat belt is being worn.

Employee rates for supplementary and dependant life insurance coverage may be adjusted annually based on changes in the insurance carriers contract rates.

- **Supplementary Smoker / Non-Smoker**

  - A smoker is someone who has used tobacco products at any time within the immediately preceding 12 months – regardless of the level, degree or amount of usage.

  - A non-smoker is someone who has not used tobacco products at any time within the immediately preceding 12 months.

  - Tobacco products include cigarettes, cigars*, pipes and smokeless tobacco.

* If you are an occasional cigar smoker (someone who smokes fewer than one cigar a week and would test negative on a nicotine test), you are considered a non-smoker.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT

DOMESTIC PARTNERS

This Memorandum of Agreement covers the agreement reached between the Company and the Union regarding the recognition of domestic partners to be effective July 1, 2001.

Registered Domestic Partners (RDP) will be eligible to enroll in the following Company sponsored plans, under the same terms and conditions as those made available to an eligible spouse: medical, dental, vision, Long Term Care, Flexible Spending accounts, pension death benefit, dependent life, adoption reimbursement, Employee Assistance Program, Family Care Leave and Care Plus.

A "Registered Domestic Partner" shall be defined as an individual with whom the employee has entered into a domestic partnership which has been registered with a governmental body pursuant to state or local law authorizing such registration. Registered Domestic Partners may be subject to imputed income based on current Internal Revenue Code (IRC) rules.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT

PRE-RETIREMENT SURVIVOR BENEFIT

Effective January 01, 2002, the benefit payable to a spouse became the lump sum equivalent of the survivor annuity benefit otherwise payable to the spouse if the employee had retired on the date of his/her death. The benefit payable to a non-spouse beneficiary became equivalent to the 50% survivor annuity benefit, converted to a lump sum based upon the employee's age at death, regardless of marital status, subject to spousal consent.

Effective January 1, 2005, for deaths of active employees, and employees who retire on and after January 1, 2005, amend the Ameritech Pension Plan to adopt the SBC Rules for Employee Beneficiary Designations ("the Beneficiary Designation Rules") for distribution of Pension Benefits that allow the Employee to designate a beneficiary. In addition, adopt the SBC Beneficiary Designation Rules for Final Unpaid Compensation and Benefits.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the Parties.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT

CLASS I DEPENDENT BENEFIT ELIGIBILITY

Effective January 01, 2002, unmarried Class I dependents who are full-time students became eligible for coverage until the end of the month they reach age 25. This eligibility change applied to the Company's Medical, Dental, Dependant Life Insurance and Vision Benefit Plans.

This Memorandum of Agreement will remain in effect through the term of the 2004 Collective Bargaining Agreement between the parties.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

MEMORANDUM OF AGREEMENT
REGARDING
UNIFORM SERVICES LEAVE OF ABSENCE - EXECUTIVE ORDER
FOR
OPERATION ENDURING FREEDOM / OPERATION IRAQI FREEDOM

This confirms our understanding regarding the Uniform Services Leave of Absence for employees who are called up for active military service due to the Presidential Executive Order of September 14, 2001 - Operation Enduring Freedom / Operation Iraqi Freedom (previously known as Operation Noble Eagle).

The following change will be effective April 4, 2004 for employees who are called for involuntary active duty as a result of the Presidential Executive Order of September 14, 2001 and will supersede any agreements or policies concerning military pay allowances for such employees entering active duty in the armed forces of the United States. Other terms of the existing Uniform Services Leave of Absence apply unchanged.

- Employees on this leave will receive a pay differential (difference between the employee's military pay and his/her company pay, including any applicable shift differential), when military pay is less, for a total of thirty (30) months or period of active duty, whichever is shorter.

The termination of this Memorandum of Agreement will be at the completion of and/or cancellation of Executive Order – Operation Enduring Freedom / Operation Iraqi Freedom, upon mutual agreement of the parties or termination of the Collective Bargaining Agreement, whichever occurs first.

AGREED:

FOR THE UNION:

Larry M. Handley
CWA International Representative
April 4, 2004
Date

FOR THE COMPANY:

Michael J. Zyck
Executive Director - Labor Relations
April 4, 2004
Date

Labor Relations

SBC Midwest
2000 W. Ameritech Center Drive
Hoffman Estates, IL 60196-1025

847.248.8844 Facsimile

April 4, 2004
Mr. Larry Handley
International Representative
Communication Workers of America
30400 Telegraph Road, Suite 322
Bingham Farms, MI 48025

Dear Mr. Handley:

This letter of agreement is in response to our discussions between the Company and Union during 2004 bargaining regarding FMLA.

The Company and Union mutually agree to establish a committee known as the FMLA Process Review Committee. The intent of the committee is to identify, discuss and make recommendations regarding FMLA claims processing and issues.

The Committee will meet as appropriate, but no later than 90 days following ratification of the 2004 Collective Bargaining Agreement to develop and submit recommendations to the Vice President – Labor Relations no later than February 28, 2005.

The Committee membership will consist of the following:

- Co-Chairs – One (1) CWA International Representative and One (1) SBC Midwest Labor Relations Director.
- Two (2) additional Union appointed representatives.
- Two (2) Workforce Effectiveness representatives.
- Additional representatives as mutually agreed by both parties.

Pay and/or expenses for Union Committee representatives who are Company employees not on a Leave of Absence for Union Business will be as follows:

If travel is required, the Company will reimburse Union representatives for reasonable round-trip transportation expenses to attend Committee meetings.

The time of such representatives when meeting with the Company will be considered joint union-management and be paid up to eight (8) hours basic wages. The Company will not pay for overtime or wage differentials and assumes no obligation for any other time or expenses of Union representatives.

This Committee does not have the authority to formulate policy or enter into Labor Agreements on behalf of the Union and the Company. The Committee's proceedings are not subject to the Grievance and Arbitration Process.

Sincerely,

Michael Zyck
Executive Director – Labor Relations
SBC Midwest

APPENDIX E

NATIONAL SETTLEMENT AGREEMENT

The Communications Workers of America and SBC Operations, Inc., on behalf of the subsidiaries of SBC Communications Inc. listed in Attachment 7 to the attached SBC Bargaining Agreement, hereby agree that the respective 2004 labor agreements between them ("regional agreements") shall incorporate the provisions set out herein as follows:

I. The affected provisions of each of the regional agreements shall be amended to incorporate the changes and additions set forth in the attached SBC Wage Agreement.

II. The provisions of the existing SBC pension benefit plans shall continue in full force and effect subject to the changes and additions set forth in the attached SBC Pension Agreement, If applicable, the affected provisions of each of the regional agreements shall be amended to incorporate the changes and additions set forth in the attached SBC Pension Agreement.

III. The provisions of the existing SBC medical, dental, vision, adoption and life insurance benefit plans shall continue in full force and effect subject to the changes and additions set forth in the attached SBC Health Agreement. If applicable, the affected provisions of each of the regional agreements shall be amended to incorporate the changes and additions set forth in the attached SBC Health Agreement.

IV. The affected provisions of each of the regional agreements shall be amended to incorporate the changes and additions set forth in the attached Employment Security Agreement.

V. To the extent that this National Settlement Agreement is inconsistent or in conflict with the terms of any existing regional Memorandum of Agreement or other local agreement, the provisions of the National Settlement Agreement shall control.

VI. The respective regional agreements shall include such contract language changes as may be required to implement the provisions of this National Settlement Agreement, together with such changes in the respective regional agreements as have been negotiated by and between the parties' regional bargaining committees. The effective date of this agreement and the regional agreements is April 4, 2004. However, to the extent individual terms of this agreement have effective or applicable dates other than April 4, 2004, the dates specified in or related to those terms govern. The effective dates of all matters agreed to in the regional agreements shall be the dates set forth in those regional agreements.

COMMUNICATIONS WORKERS OF AMERICA	SBC OPERATIONS, INC.
BY Dina A Beaumont	BY Karen Jennings
Date May 27, 2004	Date May 27, 2004

SBC/CWA

BARGAINING AGREEMENT

SBC Wage Agreement

SBC agrees to wage increases in the four (4) Telco Contracts as follows:

- 1% lump sum payment in 2004, of the employee's weekly or bi-weekly wage rate at the time of ratification, annualized (52 weeks), without differentials, paid on or before the second pay check after ratification.
- *2%* increase to base wages effective 4/4/04, The wage schedules for each job title will be modified to reflect this increase, across the board. The retroactive wages from 4/4/04 to the date of ratification will be paid as soon as practicable after ratification.
- 2.5% increase to base wages effective 4/3/05. The wage schedules for each job title will be modified to reflect this increase, across the board.
- $250 lump sum payment, paid by 4/14/06 and a 2.5% increase to base wages effective 4/2/06. The wage schedules for each job title will be modified to reflect this increase, across the board.
- $375 lump sum payment, paid by 4/13/07, and a 2.25% increase to base wages effective 4/1/07. The wage schedules for each job title will be modified to reflect this increase, across the board*.
- $375 Lump sum payment, paid by 4/11/08, and a 2.25% increase to base wages effective 4/6/08. The wage schedules for each job title will be modified to reflect this increase, across the board*.

*COLA at 36 and 48 months will be calculated as follows:

a) the amount of the April 1, 2007 adjustment shall be 0.7 times the increase above two and one-quarter percent (2.25%) in the U.S. Department of Labor Bureau of Labor Statistics "CPI-W" (1982-84 = 100) for December 2006 over December 2005. It will be applied to the scheduled rates in effect in each wage schedule on March 31,2007.

b) the amount of the April 6, 2008 adjustment shall be 0,7 times the increase above two and one-quarter percent (2.25%) in the U.S. Department of Labor Bureau of Labor Statistics "CPI-W" (1982-84 - 100) for December 2007 over December 2006. It will be applied to the scheduled rates in effect in each wage schedule on April 5, 2008.

Payments to Retirees

1. All retirees eligible to enroll in a Company medical option as of the effective date of this agreement (or their estate) shall be eligible to receive payments.
2. There shall be two payments, one on or about, but in any event no later than 12/31/04 and one on or about, but in any event no later than 12/31/05.
3. The aggregate retiree payment shall be equal to but shall not exceed the savings generated from 1.00% of the first year's general wage paid in the form of a lump sum, which is determined to be $1,250 per retiree per payment.

SBC Pension Agreement

Amend existing benefit plans

- Amend the following Pension Plans effective 1/1/05 unless otherwise noted:
  - SBC Pension Benefit Plan—Bargained Program
  - Ameritech Pension Plan
  - Pacific Telesis Group Pension Plan
  - SNET Pension Plan

Pension Band Increases

Increase pension bands for all employees, as follows:

- 3% effective January 1, 2005
- 2.5% effective January 1, 2006
- 2.5% effective January 1, 2007
- 2.25% effective January 1, 2008 plus the applicable COLA adjustment made to wages (April 1, 2007)
- 2.25% effective January 1, 2009 plus the applicable COLA adjustment made to wages (April 6, 2008)

Bonus payments in 2006, 2007, and 2008 shall be included in the supplemental pension calculations.

GATT Rate

- The following shall be applicable to all references and uses of GATT interest rate under each of the bargained pension plans (Attachment 1)
- The applicable rate shall be determined annually, and it shall be the GATT rate from November of the prior year
  - For Southwest and West regions - annual GATT replaces the quarterly GATT rate
  - In East region, effective May 1, 2004, the rate would be changed to the annual GATT rate for the following purposes:
    - For the formula for calculating "the GATT rate plus 150 basis points" for purposes of interest credits on Cash Balance
    - Conversion of cash balance account to the age 65 annuity benefit, and
    - Conversion of the age 65 annuity benefit to a discounted immediately payable annuity
    - All other references that currently use the annual GATT rate - no change
- However, through 2005, Southwest and West participants will receive the greater benefit that results from using the annual GATT rate or the current quarterly GATT rate methodology
- For East, the conversion of non-GATT interest rates to GATT interest rates will require the creation of floor retirement benefits as of the date of conversion
- If the 30 year Treasury Security rate ceases to be published, the parties will establish a joint committee to discuss and mutually agree on a formula to determine the lump sum interest rate

Lump Sum Pension Repayment Option Upon Recall from Layoff

- Amend all Regional Pension Plans to allow employee to repay a lump sum distribution according to following rules:
  - Repayment of lump sum (plus interest) must be within 90 days of being placed on the payroll following rehire from a layoff or recall from a layoff
  - Interest @ 8.5%
  - Implement as soon as administratively feasible and subject to Company receipt of favorable determination from IRS (ensures that repaid monies are considered employer contributions and tax qualified status is maintained)

For Southwest:

Amend the SBC Pension Benefit Plan - Bargained Program to provide a single lump sum:

- distribution option for Service Pensions with a pension effective date on and after January 1, 2005 and before January 1, 2010, including a Service Pension into which a Disability Pension is converted when the disability pensioner turns age 65,
- pre-retirement survivor benefit for an employee who dies on or after January 1, 2005 and before January 1, 2010.

For East:

Amend SNET Pension Plan as follows:

- Interest credits on Cash Balance shall be the greater of 7 percent or GATT rate plus 150 basis points for the term of the Agreement, and 4 percent thereafter
- Effective 1/1/05, adopt a new Annual Pension Credit Table that:
  - incorporates the compliance overlay table
  - consolidates service ranges resulting in increased pay credits
  - pay credits rounded to $25
  - implements pay brackets for pay greater than $67,500 (for all service ranges) (Attachment 2)
- Improve the contributions under the Annual Pension Credit Table.

  A Participant's pay bracket shall be determined based on Pay Rates as shown below:
  - Rates as of October 3, 2004, for basic credits in 2005
  - Rates as of October 2, 2005, for basic credits in 2006
  - Rates as of October 1, 2006, for basic credits in 2007
  - Rates as of October 7, 2007, for basic credits in 2008
  - Rates as of October 5, 2008, for basic credits in 2009,

  plus actual commissions paid to Employees of SNET Information Services, Inc. during the 12 month period prior to:
  - October 3, 2004, for basic service credits for January 1, 2005 through December 31, 2005
  - October 2, 2005, for basic service credits for January 1, 2006 through December 31, 2006

- October 1, 2006, for basic service credits for January 1, 2007 through December 31, 2007
- October 7, 2007, for basic service credits for January I, 2008 through December 31, 2008
- October 5, 2008, for basic service credits for January 1, 2009 through December 31, 2009,

plus special lump sum wage payment paid in 2004, the lump sum wage payments that are paid to a participant in 2006, 2007, and 2008, Team Performance Award Plan payments and Stock Appreciation payments paid in February 2005, February 2006, February 2007, February 2008, and February 2009.

- *Provide that the Cash Balance Plan Account (CBPA) Enhanced Annuity will be available for retirements on and after 01/01/05*
  - for any Regular Employee who, at termination of employment, (a) either has 30 years of service or is age 55 or older with 20 or more years of service, and (b) is under age 65, the monthly single life annuity shall be no less than the CBPA as of the benefit commencement date divided by 119.04.

- Provide that on or after July 1, 2004, if an employee is promoted or transferred to a new job title or classification for which the applicable annual Pension Service Credit would be higher than that for the employee's previously held position, and the employee remains continuously employed in the new position for six (6) months, the employee's Cash Balance Pension Account will be credited with a special one-time promotion credit.

  The amount of the special promotion credit will be based solely on the employee's net credited service, annualized salary rates of the old and new jobs, and Annual Pension Service Credit Table, as of the date of promotion or transfer to a new job title or classification, and will be equal to the difference between the applicable annual Pension Service Credit for the new job and the applicable annual Pension Service Credit for the old job, multiplied by the employee's net credited service,

  For employees of SNET Information Services, Inc., annualized salary rates of the old and new jobs shall include the employee's commission amount, if any, used in determination of the annual Pension Service Credit in effect as of the date of promotion or transfer.

  The *special promotion credit will be credited to the employee's account effective In the* month immediately following the month in which the employee attains six (6) months in the new position.

Deemed IRA

Will be referred to the Presidential Council for discussion and consideration.

SBC Health Agreement

Amend existing benefit plans

- Amend Regional Medical Plans effective 1/1/05 unless otherwise noted
  - Ameritech CHCP
  - PTG Health Care Network Plan
  - SBC MGLIP - CustomCare
  - SNET POS
- Amend Other Regional Benefit Plans (Dental, Vision, Adoption, CarePlus and Life Insurance) effective 1/1/05 unless otherwise noted

All changes noted below apply to active employees, In addition these changes will apply through 2009 to those employees who retire during the life of this agreement.

A. Regional Medical Plans

1. Working Spouse Contributions

   No monthly contributions except working spouse contributions, which are $40 per month for spouses who have access to coverage from their employer and do not take it and meet both of the following conditions: 1) the spouse earns more than $25,000 per year, and 2) the spouse's monthly contribution rate (individual rate) for such coverage would have been less than $75 per month.

2. Network and ONA medical/surgical benefits

   (see table below for Non-network)

   a. Office visit copays at $15 - 2005, 2006; $20 - 2007

   b. Emergency room copay at $50 - 2005, 2006, 2007; $75 - 2008

	POS Plans (Network/ONA) PPO and NonPPO	POS Plans (NonNetwork)
Office Visits - all (PCP & SCP) [Notes 1, 2, 3, 4]	$15 copay 2005, 2006 $20 copay 2007	No change
Hospital Emergency Room [Notes 1, 2, 3, 4]	$50 copay 2005, 2006, 2007 $75 copay 2008	$50 copay 2005, 2006, 2007 $75 copay 2008

Notes:
1. Copays above do not accumulate toward deductibles or out-of-pocket maximums
2. Current copays exceeding those amounts listed above will not be reduced
3. Urgent Care Facility is treated like an Office Visit
4. Any existing coinsurance also applies

3. Prescription drug benefits

a. $50 annual out of Network retail deductible

b. 3-tier copayments - Network retail: $5/15/25 and Mail order: $10/30/50. Copays will increase according to the table below. Non-network pharmacy: participant pays the greater of the applicable Network copay or balance remaining after the Plan pays 75%

c. Out of pocket maximums (OOP max)

- $750 single; $1500 family
- Only copays for generic and formulary drugs count towards OOP max

d. Maintenance prescriptions are required to be filled at mail after the first fill at retail

e. If brand prescriptions are chosen when a generic equivalent is available, company contribution is limited to the cost of the generic less the applicable copay (the participant must pay the generic copay plus the cost difference between the generic and the brand). Exception: a formulary or nonformulary copay shall apply when a participant provides written documentation from the prescribing provider that confirms that all generic alternatives have been considered and the brand drug is the only effective and safe treatment for the patient.

f. Specialty pharmacy program applies

g. Nonformulary drug - appeal process
Plan participants will be charged formulary copays for nonformulary prescriptions under the following circumstances:

1. Those participants who have tried all generic and formulary alternatives may file an appeal requesting the lower formulary copay be applied toward their nonformulary drug - the appeal will be granted with a 365-day formulary copay if; 1) electronic records at the PBM confirm that the participant has filled scripts for all available generic and formulary alternatives within the preceding 90 days, and 2) the participant provides written documentation from the prescribing provider that confirms the nonformulary drug is the only effective treatment.

2. Those participants who cannot take any of the generic or formulary alternatives because of known drug interactions between those alternatives and other prescription drugs they are taking and whose doctor as a result prescribes a nonformulary drug, may file an appeal requesting the lower formulary copay be applied toward their nonformulary drug. The appeal will be granted with a 365-day formulary copay if: 1) electronic records at the PBM confirm the participant is taking one or more prescription drugs with known drug interactions with the generic and formulary alternatives, and 2) the participant provides written documentation from the prescribing provider that confirms the nonformulary drug is the only effective treatment.

3. Those participants who provide written documentation from the prescribing provider that confirms that all generic and formulary alternatives have been considered and the nonformulary drug is the only effective and safe treatment for the patient.

h. Infertility Drugs and Smoking Cessation - no change to current coverage where it exists.

Schedule of Prescription Drug Copays - 2007 through 2009

	RETAIL			MAIL		
	Generic	Formulary	Non Formulary	Generic	Formulary	Non Formulary
2007	$7	$17	$27	$14	$34	$54
2008	$8	$18	$28	$16	$36	$56
2009	$10	$20	$40	$20	$40	$80

B. Cleanup issues

1. Eliminate HMO MH/CD duplication in the West region. A transition of care process will be implemented to assure continuity of care; including a minimum of six months notice to the patient explaining the change.
2. Eliminate HMO geo/demo adjustments in the Midwest and Southwest regions.
3. Common enrollment and effective dates of coverage rules for medical, dental, vision, CarePlus, life insurance and adoption reimbursement. Maintain current rules regarding default coverage in the event employee fails to enroll on a timely basis.

C. Optional Preferred Provider Organization (PPO) Plan

Provide Midwest PPO benefit levels as an option within the SNET POS Plan.

D. National Health Committee

Establish a National Health Care Committee. Representation from the Union will be from the individual Districts as well as the National Headquarters staff. The Committee shall meet at least quarterly (by conference call, teleconference or in person). The charter of this committee will be to review cost, access and quality issues in the bargained health plans in order to identify opportunities and recommend solutions of mutual benefit to the Company and the Union membership to reduce plan cost, enhance plan efficiency, and improve plan administration. The focus of this committee will be plan performance and not individual participant issues, though participant education may be an outcome. In addition, state and federal health policy, legislative and regulatory health issues and developments may be addressed by this Committee.

E. Dental Schedules

Provide an average 5% increase to applicable Dental schedules.

F. Medicare Part B Reimbursement

Delay implementation of the 2001 CWA/SWBT Settlement Agreement provision to eliminate Medicare Part B reimbursement for Class 1 dependents of retirees. Elimination of this reimbursement will become effective for employees whose pension commencement date is on or after January 1, 2010.

Employment Security Agreement

Evolving Technologies and Traditional Telecom Work: FTTP, VoIP, WiFi (and other wireless data technologies)

See Attachment 3.

1561 jobs in titles identified as eligible for card check process

As to these 1561 jobs, the Company will remain neutral on any accretion petition if the Company agrees to the labor agreement into which they will be accreted.

Contractor/Supplier/Partner Neutrality

SBC agrees to send a letter to those SBC suppliers/contractors, requested by the union, informing the suppliers/contractors of our positive relationship with the CWA and encouraging them to strive for constructive relationships with their employees.

Intersubsidiary Movement Process

Effective January 1, 2005, or as soon thereafter as administratively feasible, establish a web based intersubsidiary movement application process. The process will allow CWA represented employees of participating companies to express an interest in employment with another of the participating companies represented by CWA.

Effective July 1, 2005, or as soon thereafter as administratively feasible, establish a Web site for CWA represented employees, that will allow employees to view positions for which the participating companies intend to consider new hire applicants for placement.

Attached is a list of the participating companies (Attachment 4)

For wholly owned subsidiaries, SBC will agree to commit to take qualified candidates, as determined by the receiving subsidiary, who are designated surplus employees before hiring off the street, SBC will also agree to use our best efforts to encourage other subsidiaries where we are not in a position to direct implementation of this policy to voluntarily implement the same procedures.

Employees transferring from one SBC wholly-owned subsidiary to another wholly-owned subsidiary shall be given credit for all service with SBC or any of its wholly-owned subsidiaries under each benefit plan, program or policy (e.g., vacation) in which such transferred employee is eligible to participate for purposes of eligibility, vesting and benefit accrual, consistent with current procedures that avoid duplication of benefits. In all cases of intersubsidiary movement, severance will be paid by the former company only if service credit is not given by the receiving company.

CWA Nett

Within 30 days of ratification, and each quarter thereafter and for the life of the contract, SBC agrees to promote the CWA Nett Academy training program, as an available option under the existing regional programs. In addition, the Company will arrange to have CWA meet with the appropriate training personnel about the CWA Nett.

Presidential Council (Attachment 5)

The Company proposes the Presidential Council be expanded and charged with addressing the following issues related to future technologies:

> the extent to which represented employees can perform, consistent with the competitive nature of these business lines, a greater portion of the emerging technology work, such as WiFi, VoIP, FTTP, and other developing technologies;
>
> the general nature of new technologies and product offerings;
>
> SBC's affiliations, partnerships and joint marketing programs;
>
> the joint identification of subject matter experts who can assist the Presidential Council in addressing these issues.

Successorship in any exchange sale

Company agrees that in any agreement to sell a portion of its assets in a transaction involving the transfer of employees subject to this collective bargaining agreement, it shall require, as a condition of the closing of such sale, that the Buyer agree to enter into a substitute collective bargaining agreement(s) with respect to the employees subject to the Collective Bargaining Agreement on economic terms no less favorable to such employees than those currently contained in this Collective Bargaining Agreement, and, Buyer shall either (i) enter into such substitute collective bargaining agreement(s) effective as of the Closing or (ii) if no such substitute agreement is reached as of the Closing, agree to provide the employees with the economic benefits currently contained in this Collective Bargaining Agreement from the Closing until such time as a substitute collective bargaining agreement is negotiated with the CWA.

SBC Internet Services

California Internet contract to be resolved with progression schedule costing less than $500,000. National contract based on California language & California health care co-pay rates.

Amendments to the Memorandum of Agreement regarding Neutrality &. Card Check Recognition

See Attachment 6.

Annual GATT Rate Uses
(In addition to uses previously listed)

GATT rates* currently used in all Regions for:

- Lump sum calculations
- Calculation of QDRO offsets
- Interest on payments of lump sums that are repaid pursuant to MPA
- Calculation of § 415 limits

East Region also uses GATT rates** for:

- Determination of opening CBPA for rehires
- Determination of EPB core pension lump sum benefit
- Calculation of statutory minimum lump sum

* Southwest and West currently use quarterly GATT rates;
East and Midwest already use annual GATT rates - no change

** East already uses annual GATT rates - no change

SNET Annual Pension Credit Table **Attachment 2**

Pay Bracket		0-4	5-9	10-13	14-18	19-23	24-28	29-and over
Less Than	$20,000	$500	$600	$700	$850	$1,050	$1,400	$1,500
$20,000 to	$22,500	$525	$625	$725	$875	$1,100	$1,475	$1,575
$22,500 to	$25,000	$600	$700	$825	$1,000	$1,225	$1,650	$1,775
$25,000 to	$27,500	$650	$775	$900	$1,100	$1,375	$1,825	$1,950
$27,500 to	$30,000	$725	$850	$975	$1,200	$1,500	$2,000	$2,150
$30,000 to	$32,500	$775	$925	$1,075	$1,300	$1,625	$2,175	$2,325
$32,500 to	$35,000	$850	$1,000	$1,150	$1,400	$1,750	$2,350	$2,525
$35,000 to	$37,500	$925	$1,100	$1,300	$1,575	$1,925	$2,625	$2,800
$37,500 to	$40,000	$1,050	$1,250	$1,450	$1,775	$2,200	$2,975	$3,175
$40,000 to	$42,500	$1,175	$1,400	$1,625	$1,975	$2,450	$3,325	$3,550
$42,500 to	$45,000	$1,300	$1,550	$1,800	$2,200	$2,725	$3,675	$3,925
$45,000 to	$47,500	$1,425	$1,700	$1,975	$2,400	$2,975	$4,025	$4,300
$47,500 to	$50,000	$1,550	$1,825	$2,150	$2,600	$3,250	$4,375	$4,675
$50,000 to	$52,500	$1,675	$1,975	$2,325	$2,825	$3,500	$4,725	$5,050
$52,500 to	$55,000	$1,800	$2,125	$2,475	$3,025	$3,775	$5,075	$5,425
$55,000 to	$57,500	$1,925	$2,225	$2,600	$3,175	$3,950	$5,325	$5,675
$57,500 to	$60,000	$1,975	$2,325	$2,725	$3,325	$4,125	$5,575	$5,950
$60,000 to	$62,500	$2,075	$2,450	$2,875	$3,475	$4,325	$5,850	$6,225
$62,500 to	$65,000	$2,175	$2,550	$2,975	$3,625	$4,500	$6,075	$6,500
$65,000 to	$67,500	$2,275	$2,625	$3,075	$3,750	$4,675	$6,300	$6,750
$67,500 to	$70,000	$2,375	$2,750	$3,200	$3,900	$4,875	$6,550	$7,025
$70,000 to	$72,500	$2,475	$2,850	$3,325	$4,050	$5,075	$6,800	$7,300
$72,500 to	$75,000	$2,575	$2,950	$3,450	$4,200	$5,250	$7,050	$7,550
$75,000 to	$77,500	$2,650	$3,050	$3,575	$4,350	$5,425	$7,300	$7,825
$77,500 to	$80,000	$2,750	$3,150	$3,675	$4,475	$5,600	$7,525	$8,075
$80,000 to	$82,500	$2,825	$3,250	$3,800	$4,625	$5,800	$7,775	$8,350
$82,500 to	$85,000	$2,925	$3,350	$3,925	$4,775	$5,975	$8,025	$8,600
$85,000 to	$87,500	$3,000	$3,450	$4,025	$4,900	$6,150	$8,250	$8,850
$87,500 to	$90,000	$3,100	$3,550	$4,150	$5,050	$6,325	$8,500	$9,125
$90,000 to	$92,500	$3,175	$3,650	$4,275	$5,200	$6,500	$8,750	$9,375
$92,500 to	$95,000	$3,275	$3,750	$4,400	$5,350	$6,700	$9,000	$9,650
$95,000 to	$97,500	$3,350	$3,850	$4,500	$5,475	$6,875	$9,225	$9,900
$97,500 to	$100,000	$3,450	$3,950	$4,625	$5,625	$7,050	$9,475	$10,150
$100,000 to	$102,500	$3,525	$4,050	$4,750	$5,775	$7,225	$9,725	$10,425
$102,500 to	$105,000	$3,625	$4,150	$4,850	$5,900	$7,425	$9,950	$10,675
$105,000 to	$107,500	$3,700	$4,250	$4,975	$6,050	$7,600	$10,200	$10,950
$107,500 to	$110,000	$3,800	$4,375	$5,100	$6,200	$7,775	$10,450	$11,200
$110,000 to	$112,500	$3,875	$4,450	$5,225	$6,350	$7,950	$10,675	$11,450
$112,500 to	$115,000	$3,975	$4,550	$5,325	$6,500	$8,125	$10,925	$11,725
$115,000 to	$117,500	$4,050	$4,675	$5,450	$6,625	$8,325	$11,175	$11,975
$117,500 to	$120,000	$4,150	$4,775	$5,575	$6,775	$8,500	$11,425	$12,250
$120,000 to	$122,500	$4,225	$4,875	$5,700	$6,925	$8,675	$11,650	$12,500
$122,500 to	$125,000	$4,325	$4,975	$5,800	$7,075	$8,850	$11,900	$12,750
$125,000 to	$127,500	$4,400	$5,075	$5,925	$7,225	$9,050	$12,150	$13,025
$127,500 to	$130,000	$4,500	$5,175	$6,050	$7,350	$9,225	$12,375	$13,275
$130,000 to	$132,500	$4,575	$5,275	$6,175	$7,500	$9,400	$12,625	$13,550
$132,500 to	$135,000	$4,675	$5,375	$6,275	$7,650	$9,575	$12,875	$13,800
$135,000 to	$137,500	$4,750	$5,475	$6,400	$7,775	$9,750	$13,100	$14,050
$137,500 &	Over	$4,850	$5,575	$6,525	$7,925	$9,950	$13,350	$14,325

Karen Jennings
Senior Executive Vice President
Human Resources and
Communication

SBC Communications, Inc.
175 E. Houston Street
San Antonio, TX 78205
210.351.2525 Phone
210.351.2274 Fax

May 25, 2004

Ms. Dina Beaumont
Executive Assistant to the President
Communications Workers of America
501 Third Street, N.W.
Washington, D.C. 20001-2797

Dear Dina:

The following represents our agreement with respect to Evolving Technologies and Traditional Telecom Work: FTTP, VoIP, WIFi (and other wireless data technologies). This agreement shall expire on April 4, 2009.

Much of the work related to the evolving technologies of the telecommunications industry are extensions of traditional telephone,work or copper cable switched technology. The new technologies referred to here are Fiber to the Premise (FTTP), WiFi and other data services, and Voice over Internet Protocol (VoIP). Traditional telephone work has been installation, maintenance, network construction & surveillance, repair, customer premise work, billing, operator services, sales and service, customer service, and technical support. Since the work supporting the new technologies is functionally related to the work required in the public switched telephone network (PSTN), the new work will be performed by workers covered by trie collective bargaining agreements.

Fiber to the Premise (FTTP)

Both parties recognize that most FTTP work today is done under the core contracts. The parties agree that all non-management FTTP work which falls into the comparable categories of traditional telephone work now performed on the switched network including construction, repair, customer service, billing, sales, technical support, terminations, splicing and testing will be performed under the core contracts, Construction work that is similar to work that is currently done in the circuit network will continue to be performed as it is under the core contracts. For example, the parties recognize that trenching is work that is traditionally contracted,

Fiber to the premise shall be CWA bargaining unit work as described below. The assignment of fiber to the premise work shall be made just as it is for the copper switched network today. As the network evolves to a packet-switched fiber network, the core bargaining unit will continue to perform the type of work that was previously bargaining unit work in the circuit switched network.

CWA shall be recognized for construction, splicing, testing, terminations of fiber to premise/ neighborhood or node work and all associated equipment required to make fiber operational. Aerial drops to the premise shall be CWA-represented work. All other service drops in the fiber network shall be done as they are in the circuit-switched network.

When the customer premise work is performed by SBC, SBC CWA employees will do it under the core contracts or DataCornm contracts as it is done today. If in the view of the Company, the nature of some of the customer premise work and interacting with the customer and the required set of skills to perform that work require a different craft title, the parties agree to meet to bargain an appropriate rate.

This includes testing, splicing and termination at the interface device as well as installing associated equipment to make the fiber functional as communications cable at the premise.

Appendix E
Attachment 3

WiFi

Currently, WiFi (and other wireless data technologies) consists of DSL (and high-speed internet) lines installed by SBC CWA-represented employees from and including the central office to the customer premise termination including the interface device or protector. Terminal equipment is installed on the customer premise. As the WiFi business grows, SBC expects to expand the work performed by SBC employees. If SBC performs the customer premise work, SBC will utilize core or DataComm employees for CPE installations. Outside the SBC footprint, SBC may use contractors to perform this work. Within the SBC footprint contractors may be used on a temporary basis under unusual circumstances. SBC and the Union will discuss at the President's Council the best way to meet service and installation commitments and grow the Business. These SBC non-management employees shall be represented by CWA or eligible for card check recognition. All DSL customer service work associated with WiFi (and other wireless data technologies) shall be done by CWA-represented employees.

VoIP

To the extent that routers and servers go into the network owned by SBC, SBC shall assign that work to the CWA bargaining unit since they perform related work in the circuit world. VoIP is an evolution of the PSTN and comparable work performed today by CWA-represented employees shall be performed for VoIP technology. VoIP work in the network and at the premises will be performed under the DataComm contracts. As the work transitions from the circuit switched network, the current core technicians will transition with the work. The Company will make training available to enable their transition.

Customer Service

Tier 1 DSL customer service work is best performed bundled with other SBC services, CWA-represented employees will perform this work as well as all customer service work for all SBC services. This work shall include billing, selling and servicing. This includes Tier II customer service work. Currently, EchoStar employees will deal with TV and satellite service quality issues and other technical support issues.

The Union and SBC share similar views about utilizing SBC service reps to interface with the customer. CWA-represented employees shall do all customer service work of SBC products.

SBC-represented employees shall sell DSL (and other high-speed internet services), VoIP, long distance, and video and service SBC customer accounts which include these services.

The parties will discuss expanding outbound telemarketing jobs within the bargaining unit at the Presidents Council.

It is understood that the Company will continue to use sales agents and multiple sales channels, *e.g.. Radio* Shack, Best Buy.

Global Services/ Data Comm

Global Services/Datacomm work done today by bargaining unit employees will continue per applicable CBA. SBC will not remove work from existing CWA bargaining units to non-represented worksites, centers, or contractors.

No bargaining unit employees currently performing Datacomm associated work as defined in the FCC OI&M order shall be laid-off.

SBC concurs that card check applies to non-management employees performing work within Global Services/Datacomm including Premier Care, Customer Care Centers, and Dedicated Support & Services.

Where there are mixed units of non-represented and represented DataComm employees, SBC shall be neutral in any accretion petition filed by the Union at the NLRB provided SBC concurs as to which bargaining agreement will be applicable to any accreted employees.

Tier 1 and 2 Customer Contact/Technical Support

Technical support work today is contracted work through Accenture. At the conclusion of the contract (without extension) SBC prefers that its employees perform this work. In order to facilitate moving this work to SBC employees, in 2006 SBC shall perform cost studies to determine the potential wage, benefits, and procedures to perform this work by SBC employees. It is the mutual goal of the parties to have this work performed by CWA represented employees. This will be discussed at the President's Council. CWA represented employees shall do all Tier II customer contact/technical support work.

Buried Service Wire

In order for SBC to compete in buried service wire, it is in both parties' interest to negotiate and reach an agreement which will make this business a success,

The Company and the Union agree that they will meet for the purposes of negotiating a nationwide collective bargaining agreement.

In the event the parties are unable to reach final agreement on any element of the collective bargaining agreement stated above, the disputed issues will be submitted to the Presidents Council for resolution. The Council, at its discretion, may submit the issues to a neutral third party for mediation.

Any and all Buried Service Wire work currently performed in any of the core bargaining units will continue to be performed by that unit under the terms and conditions of the relevant collective bargaining agreement.

Video

Any and all video work currently performed in any of the CWA bargaining units will continue to be performed by that unit under the terms and conditions of the relevant collective bargaining Agreement.

It is in both parties' interest to negotiate and reach an agreement which will make this business a success. The parties recognize that this is a competitive business and that a competitive cost structure will be required to succeed.

SBC shall recognize the Union as the exclusive representative for all non-management employees performing work associated with video provided the work is performed at an overall cost structure that is competitive.

Work required to be done by other companies through present or future partnerships or alliances with SBC will also continue to be done by such other companies if required by contract. Such work will transition to CWA-represented employees if permissible and the President's Council shall review its progress.

Dispute Resolution on Evolving Technologies

If there is no mutual resolution of any dispute at the President's Council, CWA shall have the right to enforce the terms of this agreement through any lawful means (other than the grievance or arbitration process), including, but not limited to recourse to the National Labor Relations Board, recourse to any court of competent jurisdiction, or a combination of any such actions.

Sincerely,

CURRENT PARTICIPATING COMPANIES COVERED BY INTERSUBSIDIARY MOVEMENT

Ameritech Advanced Data Services
Ameritech Services, Inc.
Illinois Bell Telephone Company
Indiana Bell Telephone Company
Michigan Bell Telephone Company
Nevada Bell Telephone Company
Ohio Bell Telephone Company
Pacific Bell Home Entertainment
Pacific Bell Long Distance
Pacific Bell Telephone Company
SBC Advanced Solutions, Inc. (Southwest, West Regions)
SBC Data Comm, Inc. (Southwest, West Regions)
SBC Internet Services, Inc. (West Region)
SBC Long Distance (West Region)
SBC Messaging California
SBC Operations, Inc.
SBC Services, Inc.
SBC Telecom, Inc. (Southwest, West Regions)
SNET America, Inc.
SNET Diversified Group, Inc.
SNET Yellow Pages
Southern New England Telecommunications
Southern New England Telephone
Southwestern Bell Messaging Services, Inc.
Southwestern Bell Telephone Company
Southwestern Bell Video Services, Inc.
Southwestern Bell Yellow Pages, Inc.
Wisconsin Bell Telephone Company
The Woodbury Telephone Company

Karen Jennings
Senior Executive Vice President
Human Resources and
Communication

SBC Communications, Inc.
175 E. Houston Street
San Antonio, TX 78205
210.351.2525 Phone
210.351.2274 Fax

May 25, 2004

Ms. Dina Beaumont
Executive Assistant to the President
Communications Workers of America
501 Third Street, N.W.
Washington, D.C. 20001-2797

Dear Dina:

As our industry and our company evolve, powerful economic and competitive dynamics will be at work. While we address many of these dynamics in our Evolving Technologies and Traditional Telecom Work agreement, further discussion on issues not addressed in this agreement may be necessary. These include:

- rapid product and service evolution that is driven by highly accelerated technological progress;
- the rise of facilities-based competitors - especially the largely nonunion cable industry - that have a distinct and substantial cost advantage in competing for customers;
- a customer expectation of highly competitive price points for new products and services.

We acknowledge that it is in our mutual best interest to anticipate these financial and market dynamics and to explore how we jointly address them in a satisfactory way.

SBC agrees with CWA that these new technologies will redefine the communications industry as we are challenged to provide our customers with a broader range of communications vehicles and options.

We strongly agree that it is in our mutual best interest as a company and a union to create a means for more timely, disciplined and formal discussions to explore the jobs associated with these new technologies and their impact on our company and its employees.

In light of our mutual recognition that this is a significant and important issue for the future of SBC and the CWA, we suggest that the Presidential Council that we have jointly established is the ideal vehicle for us to continue the formal exchange of information and review of these sorts of emerging issues.

We propose that the Presidential Council be expanded and charged with exploring the impact of future technologies in a timely manner. Some ideas that come to mind are:

- The union and company could identify subject matter experts who can best serve in such a capacity.
- Topics for consideration by the panel could include:
    - SBC's new technologies and product offerings
    - SBC's affiliations and partnerships
    - SBC's joint marketing programs

We are open to discussing additional ideas the CWA might have to explore the impact of new technologies.
Sincerely,

Karen Jennings

AMENDMENTS TO THE MEMORANDUM OF AGREEMENT REGARDING NEUTRALITY & CARD CHECK RECOGNITION

SBC Operations, Inc. ("the Company") and Communications Workers of America ("the Union") hereby agree to the following amendments to the Memorandum of Agreement ("MOA") Regarding Neutrality & Card Check Recognition, dated October 1, 2002:

1. **Duration.** The duration of the MOA shall be extended to April 4, 2009.

2. **New Language** shall be added to the MOA as follows:

   The issue of eligibility under the card check agreement needs further discussion. At issue is the impact on the Company and the Union of defining employees who are defined as non-supervisory under the NLRA and those who are defined as non-represented/non-management. In the 2004 negotiations, the Union is not seeking to change the historic balance. However, as technology changes the nature of the network and its services there may need to be an adjustment in some of the historical exclusions or the administration of the card check process. We need to address this issue and related definitional issues from a forward-looking perspective in the President's Council. The Company and the Union will appoint individuals to evaluate jobs in DataComm and report, jointly or separately, to the President's Council their findings and recommendations as to the proper job classifications in DataComm as management or non-management for purposes of application of the card check agreement. The President's Council will consist of the regional presidents, the data services president, and a senior representative of human resources on behalf of the Company. The Union representatives will consist of the District Vice Presidents and a representative of the CWA National office.

COMMUNICATIONS WORKERS OF AMERICA

BY Diane B. Beaumont

SBC OPERATIONS, INC.

BY Sam Jennings

SBC Communications Inc. Entities in CWA District 1

Southern New England Telecommunications Corporation
The Southern New England Telephone Company
SNET Diversified Group, Inc.
The Woodbury Telephone Company
SNET America, Inc.

SBC Communications Inc. Entities in CWA District 4

Ameritech Corporation
Illinois Bell Telephone Company
Indiana Bell Telephone Company, Inc. ("Ameritech Indiana")
The Ohio Bell Telephone Company ("Ameritech Ohio")
Wisconsin Bell, Inc. ("Ameritech Wisconsin")
Michigan Bell Telephone Company ("Ameritech Michigan")
Ameritech Advanced Data Services of Indiana, Inc.
Ameritech Advanced Data Services of Illinois, Inc.
Ameritech Advanced Data Services of Michigan, Inc.
Ameritech Advanced Data Services of Ohio, Inc.
Ameritech Advanced Data Services of Wisconsin, Inc.
Ameritech Services, Inc.

SBC Communications Inc. Entities in CWA District 6

Southwestern Bell Telephone, L.P.
SBC Advanced Solutions, Inc.
SBC DataComm, Inc.
SBC Operations, Inc.
SBC Services, Inc.
SBC Telecom, Inc.

SBC Communications Inc. Entities in CWA District 9

Pacific Telesis Group
Pacific Bell
Nevada Bell
Advanced Solutions, Inc.
Pacific Bell Home Entertainment
Pacific Bell Information Services-MNG
SBC Services, Inc.
SBC Telecom, Inc, in Las Vegas
SBC Telecom, Inc.-Network Operations

All

Work covered

By this agreement

Can be

Done

Safely